ACADEMIC CALENDAR 2018-19

Fall Semester 2018

<table>
<thead>
<tr>
<th>August</th>
<th>October</th>
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<tbody>
<tr>
<td>31</td>
<td>11-12 Mid-Fall Recess</td>
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<tr>
<td></td>
<td>15 Classes Resume, 8:00 a.m.</td>
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<td>20 Homecoming</td>
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<td>31</td>
<td>21-23 Thanksgiving Recess</td>
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<td>26 Classes resume, 8:00 a.m.</td>
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<tr>
<th>September</th>
<th>November</th>
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<td>2</td>
<td>1-3 J-Term Recess</td>
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<td>Winter Orientation</td>
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<tr>
<td>4</td>
<td>4 Classes begin, 8:00 a.m.</td>
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<tr>
<td>31</td>
<td>14 Last day of classes</td>
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<td></td>
<td>17-20 Final Exams</td>
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<td>21 Winter Recess Begins</td>
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<td>21 Residence halls close at 4:00 p.m.</td>
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<tr>
<th>Spring Semester 2019</th>
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<tr>
<th>January (J-term)</th>
<th>April</th>
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<tbody>
<tr>
<td>8</td>
<td>11 Service Day</td>
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<td>9</td>
<td>19-22 Easter Break</td>
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<td>21</td>
<td>23 Classes resume, 8:00AM</td>
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<tr>
<th>February</th>
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<tbody>
<tr>
<td>1-3</td>
<td>7 Last day of classes</td>
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<tr>
<td>J-Term Recess</td>
<td>8 Reading Day</td>
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<tr>
<td>Winter Orientation</td>
<td>9-14 Final exams</td>
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<tr>
<td>4</td>
<td>15 Residence Halls close at noon for non-graduating students</td>
</tr>
<tr>
<td>Classes begin, 8:00AM</td>
<td>17-18 Commencement Weekend</td>
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<tr>
<td></td>
<td>18 Residence halls close for academic year</td>
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<table>
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<tr>
<th>March</th>
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<tbody>
<tr>
<td>16-24 Spring Recess</td>
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The provisions of this handbook are not to be regarded as a contract between any student and the College. The College reserves the right to change any of the policies, rules, regulations, and standards of conduct at any time as may be necessary in the interest of the College. The College also reserves the right to modify or discontinue any of the services, programs, or activities described in this handbook. When changes occur, the on-line version of the Student Handbook will be updated and students will be notified. This version may be accessed at www.MessiahCollege.edu/info/20852/student_handbook

All students are subject to the most recent update of campus policies.
Welcome from the Vice Provost/Dean of Students

The Division of Student Affairs, in partnership with others, advances the mission of Messiah College by nurturing holistic learning and development and creating a vibrant educational community. The synergy from our nine departments provides a complete student experience during your time at Messiah College. The Student Handbook provides information that explains the undergirding of our programming and communicates information on policies, residence life and housing, student involvement opportunities and critical information on safety and crisis procedures. Please take time to become familiar with this handbook - it is full of helpful information!

Dr. Kris Hansen-Kieffer

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Student Affairs Contact Information

Kris Hansen-Kieffer, Vice Provost/Dean of Students
Room 202, Eisenhower Campus Center
Doug Wood, Associate Dean of Students
Room 204 Eisenhower Campus Center
Creta Bieber, Executive Assistant
Room 203, Eisenhower Campus Center

Agape Center for Service Learning
Ashley Sheafer, Director of Agape Center
Gigi Speese, Assistant
Hostetler House

Athletics
Jack Cole, Executive Director of Athletics and Fundraising
Room 163, Sollenberger Sports Center
Casey Stone, Assistant
Room 164, Sollenberger Sports Center
Career and Professional Development Center
Christy Hanson, Director
*Room 161, Eisenhower Campus Center*
Carol Hall, Assistant
*Room 102, Eisenhower Campus Center*

College Ministries
Don Opitz, College Pastor
Joanna Hadley-Evans, Assistant
*1st Floor, Hostetter Chapel*

Counseling and Health Center
Eleanor Muir, Director
*Room 107, Engle Center*
Deb Fleming, Assistant
*Room 105, Engle Center*

Fitness Center
Kevin Ogden, Director
*Room 204B, Sollenberger Sports Center*

Intercultural Programs
Gina Hale, Assistant
*Room 204, Larsen Student Union*
Luiza Cliver, Assistant Director International Student Programs
*Room 213, Larsen Student Union*
Cherisse Daniels, Assistant Director of Multicultural Student Programs
*Room 214, Larsen Student Union*
Katie Rousopoulos, Director of Off Campus Programs
*Room 215 Larsen Student Union*

Residence Life
Lyindsay Grimm, Director
*Room 205, Eisenhower Campus Center*
Norma Miller, Assistant
*Room 206, Eisenhower Campus Center*

Student Leadership and Involvement Programs
Kevin Villegas, Director
*Room 227, Larsen Student Union*
Sheryl Scaramuzzino, Assistant
*Room 230, Larsen Student Union*
STUDENT AFFAIRS OUTCOMES

The Division of Student Affairs is committed to developing and nurturing the whole student. We achieve this goal through a holistic cocurriculum that continually assesses six outcomes of each student’s learning and character development experiences. These outcomes encompass the college mission, foundational values, college wide educational objectives and guiding educational assumptions. The cocurriculum is delivered through a variety of educational programs and experiences. The six outcomes are:

**DIG DEEP.** It is important that students develop the ability to adapt to changing situations, make complex decisions, solve problems, and realistically evaluate their own actions and the actions of others.

**BE ROOTED.** Ultimately, one cannot fully embrace others until he/she has attained a level of self-understanding and a sense of who God created him/her to be.

**BE CULTIVATED.** It is important that students be prepared to live, learn, lead and serve in an increasingly multicultural and global society. In doing so, students must learn to appreciate other voices, places and experiences.

**BRANCH OUT.** It is important for our students to influence the world through servant leadership that emphasizes collaboration, trust, empathy and the ethical use of power.

**BE STRONG.** It is important that students learn to understand themselves and to build meaningful relationships.

**BEAR FRUIT.** Ultimately, students will be able to live lives that are purposeful, satisfying and effective as they follow God’s calling.
MISSION & EDUCATIONAL OBJECTIVES
2018-2019
IDENTITY AND MISSION

Messiah College is a Christian college of the liberal and applied arts and sciences. The College is committed to an embracing evangelical spirit rooted in the Anabaptist, Pietist, and Wesleyan traditions of the Christian Church. Our mission is to educate men and women toward maturity of intellect, character, and Christian faith in preparation for lives of service, leadership, and reconciliation in church and society.

FOUNDATIONAL VALUES

The College motto, “Christ Preeminent,” points to a full and rich understanding of Jesus Christ and the Christian faith relevant to every dimension of life. The phrase points to Jesus Christ as both “the ground for personal salvation and the pattern for life and service.” Messiah College is committed both to the personal dimension of faith in Christ for the forgiveness of and deliverance from sin, and to the exemplary nature of Christ’s life as a model for our own. Jesus Christ, “the way, the truth, and the life,” is thus foundational to the College’s life and mission.

Since its founding by the Brethren in Christ Church, Messiah College has affirmed a set of values derived from the Anabaptist, Pietist, and Wesleyan traditions of that denomination. These values have guided our efforts to keep Christ preeminent in the total life of the institution. The following five ideals summarize how Messiah College defines its distinctive Christian character.

UNITY OF FAITH, LEARNING, AND LIFE

This principle affirms the wholeness of persons and the unity of every dimension of life as revealed in the incarnation of Jesus Christ. It also emphasizes that all truth is God’s truth, and thus avoids the creation of false dichotomies in thinking and in living. Messiah College affirms a unified Christian worldview and lifestyle that joins revelation with rational inquiry and that integrates believing with doing. Christian “calling” and vocation is accordingly broadly understood. All of our gifts, talents, and interests are to be nurtured as acts of praise towards God while serving humanity and all of creation.

IMPORTANCE OF THE PERSON

Every person of each race, gender, nationality, status, and position is to be respected and valued because each person is created in the image of God. Freedom and responsibility are primary characteristics of being human,
and we must take care to protect each other’s freedom while encouraging responsible living. As free agents, individuals make choices that determine the contours of their lives and they bear responsibility for those choices. Individuals are accountable for their manner of response to God’s grace. Similarly, every person must be responsible in their pursuit of truth, and yet be free to develop their own understandings as they integrate their formal studies with their broader experience of faith.

SIGNIFICANCE OF COMMUNITY
Our understanding of the Church as the body of Christ and our recognition of humanity’s interdependence cause us to value community. In community, we voluntarily share our lives with each other, we care for each other, we rejoice and suffer together, we worship together, and we offer counsel to each other. While every community develops rules, in Christian communities such rules should always be humane, recognizing the impact they have on the lives of those affected, and should help us appreciate each other’s gifts and talents. In any community there will be tensions that require mutual give and take, but a Christian spirit of care and support provides the security needed to accept one’s own strengths and weaknesses as one also accepts the strengths and weaknesses of others. The ultimate goal of every Christian community should be to help us live more faithfully as disciples of Christ.

DISCIPLINED AND CREATIVE LIVING
The mature Christian life is characterized by a delicate mix of discipline and creativity. We are called to a life of devotion and obedience to the Gospel. Such discipleship demands of us self-control and sacrifice and requires us to examine all our wants and desires in the light of God’s holiness. The Gospel also calls us to celebrate the goodness of creation and to live our lives in active engagement with this ever-changing world in which God has placed us. In order to fulfill these tasks, we must be both creative interpreters of the world around us and creative actors in that world. Creativity and discipline are complementary characteristics of the mature, joyful Christian life.

SERVICE AND RECONCILIATION
Central to the Gospel is the work of reconciling individuals with God, with each other, and with all of creation. God has called us to be active agents in this work as we are empowered by the Holy Spirit and bear the fruit of the Spirit within us: love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. Prepared in this way, we are compelled to share the redeeming Gospel of Jesus with those around us; to build bridges of understanding and peace across the dividing lines of race, class, age, gender, religion, and ethnicity; to demonstrate the love of God in
service to others; to open our hearts to the poor and needy; and to work for justice wherever injustice prevails.

UNDERGRADUATE LEARNING OUTCOMES

Messiah College is dedicated to helping students blend faith with learning in service to the world. As a Christian college of the liberal and applied arts and sciences, Messiah College advocates a bold and disciplined exploration of the world and expects its students to both embrace and participate in that endeavor. At the same time, Messiah seeks to instill in its students a sense of intellectual humility, recognizing that even the most learned persons have limited insight and therefore need the insights of others.

The paradigm under which Messiah’s educational programs are designed is that of liberal education. By raising the right questions, exposing students to multiple perspectives, and encouraging critical thinking, Messiah seeks to enable its students to respond with maturity to the world’s complexities. In addition to nurturing these intellectual skills, the College encourages its students to apply their knowledge to the needs of the world—as servants, as leaders, and as agents of reconciliation.

Messiah College offers two academic degrees: the Bachelor of Arts (B.A.) and Bachelor of Science (B.S.). When combined with purposeful cocurricular activities, these programs of academic study enable students to gain a perspective of who they ought to be and provide them with the abilities to live effectively as intellectually competent, socially responsible citizens of the world.

Messiah College has a historic relationship with the Brethren in Christ Church. Now expressed in a covenant agreement, this heritage informs the College’s programs and activities. The distinctive of this heritage, which is rooted in the Anabaptist, Pietist, and Wesleyan traditions of the Christian faith, include emphases on justice-seeking, peacemaking, reconciliation, evangelism, and service. Accordingly, the College encourages and prepares students to act as servants who extend the gifts of grace and peace to a broken world. The College also recognizes the need for each individual to appropriate the Christian faith and express that commitment in daily living within a community.

While we realize that learning is a life-long endeavor, Messiah College expects its graduates to have made progress toward the fulfillment of the following six objectives below. From a practical standpoint, these six objectives are both interdependent and overlapping, i.e., while they may be visualized discretely and assessed independently, they are nonetheless connected to one another in numerous ways and will often be pursued in
multiple program areas. While the relationships between these six objectives might be articulated in a variety of ways, they are listed and ordered with a particular rationale in mind (see “Rationale” on page 18).

Undergraduate Learning Outcomes:

1. **Foundations for Learning**: Students will develop skills common to the liberal arts and sciences: research, analysis, reflection, and communication

2. **Breadth and Depth of Knowledge**: Students will develop knowledge common to the liberal arts and sciences in the fields of arts, humanities, natural sciences, and social sciences. Students will also develop specialized knowledge and disciplinary expertise

3. **Faith Knowledge & Application**: Students will develop informed and mature convictions about Christian faith and practice

4. **Specialized Skills & Scholarship**: Students will become proficient in the scholarship of their discipline and demonstrate specialized skills needed to pursue a career and/or graduate school

5. **Self-Awareness**: Students will gain awareness of identity, character, and vocational calling

6. **Social Responsibility**: Students will demonstrate a commitment to service, reconciliation, and justice, and lead effectively and ethically within the complexities of an increasingly diverse and interdependent world
Rationale:

**Objective 1** pertains to abilities, competencies, and intellectual orientations that Messiah College aims to instill in all of its students.

**Objectives 2 and 3** pertain to bodies of knowledge and issues related to those bodies of knowledge that Messiah College wants all its students to become familiar with. Objective 3 deals with knowledge that is more explicitly and distinctly Christian.

**Objective 4** pertains to the specialized knowledge and abilities each student will acquire by pursuing a particular major. In a certain sense, Objective 4 relates to all students (“common learning”), since all students will be required to pursue a major. But the content of those majors will vary widely as students prepare themselves to pursue their particular vocations.

**Objective 5** pertains to the personal (though communally sensitive) appropriation of the knowledge gained via Objectives 1, 2, 3, and 4. In other words, Objectives 1 through 4 provide students with the intellectual framework by which to reflect upon their own selves, including their personal abilities, preferences, limitations, and callings.

**Objective 6** pertains to students’ development as ethical beings. At Messiah College, ethical reflection is rooted in Christian value assumptions, and it demands both character formation and a thorough understanding of the world (i.e., ethical reflection demands the competencies cited in Objective 1 and the knowledge base outlined in Objectives 2 through 5).

**Objective 7** pertains to empowering students to act upon their knowledge, utilizing the tools they’ve gained via meeting Objectives 1 through 6. Messiah College is committed to preparing students for “lives of service, leadership, and reconciliation in church and society.” Objective 7 assumes that knowing the good (expressed primarily in Objective 6) must be accompanied by doing the good.
STATEMENTS OF FAITH

The College affirms two statements of faith. The Confession of Faith expresses the faith orientation of the College in a nonsectarian manner that highlights the specific emphases of the Anabaptist, Pietistic, and Wesleyan traditions of the Christian faith. It is included frequently in campus worship services. As the oldest and most widely used statement of Christian faith, the Apostles’ Creed expresses the essential core of Christian commitment at the College. Trustees, administrators, and educators are expected to support the College Confession of Faith and affirm the Apostles’ Creed.

THE APOSTLES’ CREED
I believe in God the Father almighty, Creator of heaven and earth.

I believe in Jesus Christ, God’s only Son, our Lord,
who was conceived by the Holy Spirit,
born of the Virgin Mary
suffered under Pontius Pilate,
was crucified, died and was buried.
He descended to the dead.
On the third day he rose again,
ascended into heaven
and is seated at the right hand of the Father.
He will come again to judge the living and the dead.

I believe in the Holy Spirit,
the holy catholic Church,
the communion of saints,
the forgiveness of sins,
the resurrection of the body,
and the life everlasting. Amen.

CONFESSION OF FAITH
We believe in the triune God—Father, Son and Holy Spirit—who created and sustains the universe, and who desires to redeem us and all creation.

• God creates each of us in the very image of God to live in loving relationships: free, responsible and accountable to God and each other for our decisions and our actions.

• God speaks to us in many different ways, times, and places but is uniquely revealed to all the world in Jesus of Nazareth who was fully human and fully divine.

• God forgives our sins, renews our hearts and minds, and calls us to join in the work of reconciliation by grace through faith in the
life, teachings, death and resurrection of Jesus Christ.

• God bestows on us the Holy Spirit who leads us to repentance, instructs us in righteousness and empowers us to live joyfully as disciples of Christ, as servants of others and as caretakers of the created order.

• God calls us to unite in the Church as a visible community of believers which celebrates God’s grace in its worship and bears witness to the truth of the Gospel through its being, doing, and speaking.

• God gives us the Bible as the inspired, trustworthy and authoritative Scripture to reveal God’s ways and purposes, to nourish our minds and souls, and to instruct us in how we ought to think and to live.

• God instructs us to pursue the kingdom of peace, righteousness and justice which ultimately will prevail with the return of Christ and assures us that those judged faithful will share resurrected life with God and all the saints forever.

We praise the one God—our Creator, Redeemer, and Sustainer—who has called us to personal faith and new life in Christ and to so order our lives that they may demonstrate the truth of our confession.
Messiah College is a community of students, faculty, administrators, and staff who are interested in achieving common goals through curricular and cocurricular activities. The Christian faith provides the basis which motivates, directs, and integrates the life of this academic community.

Each student brings a unique combination of interests, ambitions, abilities, habits, perceptions, values, and background. While the College accepts all students fully as they are, it also aims to assist them in developing their full potential. The expectations for community life at Messiah are devoted to this end.

Our Community Covenant establishes the biblical standards for how we live in community together and reflects the College's theological heritage and educational commitments. Similar to other colleges or universities, students at Messiah College are asked to adhere to certain behavioral guidelines, these are found in our Code of Conduct. This Code of Conduct helps assure that the College fulfills its mission through nurturing personal and spiritual growth and maintaining an atmosphere conducive to learning and academic excellence.

COMMUNITY COVENANT

In the motto, "Christ Preeminent," the Messiah College community affirms that life draws meaning from submission to Christ and service to others. Our philosophy statement affirms the triune God as the creator of all that is, the source of all truth. As beings created in the image of God, we have special responsibilities and challenges. In our community of believer-scholars we affirm the interrelatedness of what we believe, the way we live, and the way we learn. Our search for truth and commitment to Christ connect us not only to each other but also to God's creation and God's people throughout history.

Within this community, it is not easy to find the right balance of challenge and support for each individual. Personal freedom and community obligation sometimes seem to be in tension as individuals work to integrate belief and behavior. This growth-producing process benefits from the dynamics of a diverse but concerned community, as well as the sense that the lordship of Christ and a commitment to being part of the body of Christ are key values to guide us.

With the task before us of searching for truth and promoting personal growth, we join together in the hope of achieving more together than we
could separately. We agree to pursue the obligations and challenges of community membership with integrity, respecting our institutional heritage and practicing biblical accountability.

Our submission to the lordship of Christ has many implications. Some of the primary implications can be seen in terms of benefits and responsibilities based on our relationship to God, to his creation, and to the group of people who constitute the Messiah College community.

The benefits and responsibilities of living under the lordship of Christ focus first on our relationship to God. We affirm that there is but one true God and that His Word is our guide for faith and life. Because of the importance of knowing God and His Word, we affirm the importance of the spiritual disciplines in corporate and individual life. Prayer, Bible study, meditation, fellowship, and group worship should be regular activities in the believer’s life. Because God is a faithful keeper of covenants, we affirm the importance of fidelity and covenant keeping in our relationship with God and in our relationships with each other. Scripture guides us in knowing how to live out the impact of God’s grace in our lives. We are to honor and revere Him in the way that we worship, serve, and enjoy Him. As teachers and learners, we see our activities as acts of service and honor to Him. Because of the love which He initiates by grace, we respond in love to Him and to those He has created. His love gives us a sense of meaning and intrinsic worth that goes beyond any earned value or identity.

The benefits and responsibilities of living under the lordship of Christ focus also on our relationship to God’s creation. As people created in God’s image, we are to follow Christ’s example in preaching the good news to the poor, binding the brokenhearted, proclaiming freedom to the captives and restoring sight to the blind. As those committed to living out the teachings of Scripture, we are to act justly, love mercy and walk humbly. We are to bring peace and unity where there is conflict and discrimination. We are to respect people and to value life above material wealth. Because we see people as having intrinsic worth, we avoid gossip, manipulative behavior and sexist or racist attitudes or behaviors, stressing instead integrity, commitment and compassion in relationships with others.

This respect for creation also shows itself in our treatment of natural resources. As stewards, we are to be faithful in preserving the environment and in maintaining the balances within the creation order. We are to use our intellect and creativity to preserve and enhance the creation, using its
resources prudently in light of the uncertain limits to history and life as we know it.

**Relationships With People**

The benefits and responsibilities of living under the lordship of Christ focus also on our relationship to the group of people who constitute the Messiah College community. We recognize that significant diversity exists within our community, bringing a richness that results from varying ability levels, backgrounds and interests. That individual diversity, however, must come within the bounds by which the community defines itself. Individuals who join the community must also be willing to live with integrity within those boundaries if the community is to function.

While acknowledging the difficulty of applying general principles to specific behaviors and contexts, we agree to the following guidelines:

1. As a community, we commit ourselves to academic integrity and excellence in a cooperative, rather than a competitive, environment. We strive to work together responsibly and honestly in exploring and understanding the world around us, searching for truth within all academic areas.

2. As a community, we commit ourselves to expressing Christian values in responsible decisions and actions. While not all Christians agree about the application of Christian values to specific situations, we expect honesty in dialoguing about and applying Christian values to things such as the use of language, leisure time and entertainment options, observance of the Lord’s Day, and personal appearance.

3. As a community, we commit ourselves to balancing personal freedom with concern for the moral standards of others. In addition, rules are designed to promote a campus atmosphere that is most conducive to personal well-being, corporate service, and the achievement of the College’s distinctive, goals, and educational objectives.

4. As a community, we believe scriptural teachings apply to us as they have to all people in all cultures. Our lives are to be characterized by love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. We are to use our gifts in doing such things as serving, teaching, encouraging, giving, leading, and showing mercy. In contrast, we are to avoid sinful or unhealthy practices as articulated in the College’s Student and Employee Codes of Conduct.

With this understanding of our benefits and responsibilities as members of the Messiah College Community, we covenant together as a community of believer-scholars to pursue the challenge of living out this document. We
commit ourselves to pursuing the distinctives, goals and educational objectives of the College. We commit ourselves to seeking increased understanding of the Christian faith and applying that faith to specific academic disciplines and world problems. We commit ourselves to encouraging growth in others by living as examples, applying our faith to personal lifestyle issues, confronting inappropriate attitudes or behaviors directly and affirming the evidence of God’s work in others. We will strive to use our talents and time, both in and out of class, for the benefit of the community and the glory of God, working together to bring all of life under the lordship of Christ.

CODE OF CONDUCT

INTRODUCTION
Messiah College is a community of believer-scholars who share a common mission to educate men and women toward maturity of intellect, character, and Christian faith in preparation for lives of service, leadership, and reconciliation in church and society. A specific code of conduct has been developed to help assure that the College fulfills its mission through nurturing personal growth and maintaining a college-wide atmosphere conducive to learning and academic excellence. Undergraduate students are held accountable to these codes of conduct during times when the college is open, including fall break, Thanksgiving and spring break. Although held to a different level of accountability during times when the college is closed during Christmas and summer breaks, students are encouraged to continue to uphold biblical principles which inform our community standards. As responsible citizens of our community, students voluntarily agree to abide by College guidelines and standards in exchange for the benefits of being a part of the Messiah College community.

STUDENT BENEFITS
The benefits of belonging to the Messiah College community of believer scholars include:

1. Students will benefit by engaging the mission of the College and achieving college wide educational objectives without impediment and within a safe environment.

2. Students will benefit from the expectation that ‘every person within each race, gender, nationality, status, and position will be respected and valued because each person is created in the image of God’. (Foundational Values).

3. Students may benefit by freely participating in the goals of living in a Christian community which include, but are not limited to, practicing
the spiritual disciplines individually and corporately, engaging in theological reflection and discourse, and ultimately, ‘helping one another live more faithfully as disciples of Christ’ (Foundational Values) both inside and outside the classroom.

4. Students will benefit from being a part of a drug- and alcohol-free environment.

5. Students may benefit from engaging in responsible expression and association through established campus procedures.

6. Students may benefit by having access to resources on campus to assist with their academic, spiritual, and personal growth, as well as physical health and safety. These resources include, but are not limited to, the Learning Center, the Engle Center for Counseling and Health, College Ministries, Residence Life, College recreational facilities and programs, the Intercultural Office, and the Office of Disability Services.

7. Students will benefit from having access to excellent faculty, academic technology, classrooms, libraries, presentations, and other resources necessary for the academic success.

8. Students may benefit from availing themselves to a wide variety of leadership, service, and study abroad opportunities provided through a variety of offices on campus (Agapé Center for Service and Learning, Office of Student Involvement and Leadership Programs, etc.)

9. Students may benefit from active participation in Student Government Association, student clubs and organization initiatives.

10. Students will benefit from a caring and responsive Messiah College Administration which will administer policies that are supportive of the College mission and educational objectives.

BEHAVIORAL EXPECTATIONS

Violations of the code of conduct impede the ability of the College to provide an atmosphere that is conducive to learning and is supportive of achieving its mission. Therefore, when codes are violated, appropriate intervention takes place to address those behaviors. In some cases, a student conduct process may be initiated. Disciplinary procedures are designed to educate students, ensure community responsibility, promote restoration, and treat students justly. Generally, prohibited conduct for which a student is subject to discipline is defined as follows:

1. Behavior that violates Messiah College standards on personal integrity. This includes acts of dishonesty (such as cheating, plagiarism, or other forms of academic dishonesty), misrepresentation (such as lying or materially misrepresenting information to a College official, including Residence Life or Department of Safety staff), fraud (such as the fraudulent use of
1. Messiah College Identification Card), or forgery (such as fabricating a College parking pass). See Community Covenant.

2. Behavior that disrupts or materially interferes with the basic rights of others and the educational functions of Messiah College. See Messiah policy on respect for the rights of others.

3. Assault. Any physical attack on another person that prevents that person from conducting his or her customary affairs, puts that person in fear for his or her safety, and/or causes injury. See Messiah policy on respect for the rights of others.

4. Harassment. Subjecting another person or group to abusive, threatening, intimidating, or harassing actions, including, but not limited to, those based on race, religion, gender, disability, age, economic status, ethnicity, national origin or sexual orientation. This includes any communication that attacks or interferes with a person conducting his or her customary affairs, puts that person in fear for his or her safety, or causes actual physical injury. See Messiah policy on racial harassment and respect for the rights of others.

5. Sexually inappropriate behavior. This includes overly intimate sexual behavior, sexual intercourse outside of marriage and the use or distribution of pornography. Students who experience same sex attraction or identify as gay or lesbian are expected to refrain from same sex sexual expression. Please see Messiah sexual behavior expectations.

6. Sexual misconduct. This refers to sexual acts using force, threat or intimidation or advantage gained by the offended student's mental or physical incapacity or impairment of which the offending student was aware or should have been aware. It also includes sexual assault and harassment. See Messiah policy on sexuality and relationships, sexual assault, sexual harassment.

7. Use, possession, manufacture, and/or distribution of illegal drugs, alcohol or tobacco. See Messiah policy on alcohol, illegal drugs, and tobacco.

8. Theft or attempted theft of property and/or possession of stolen property. See Messiah policy on theft.

9. Vandalism of any kind. See Messiah policy on property damage.

10. Possession, use, or distribution of firearms, ammunition, explosives, or other weapons. Weapons include, but are not limited to, BB guns, paintball guns, CO2 guns, air soft guns, pellet guns, water balloon launchers, bows and arrows, crossbows, knives (except those used for food preparation), clubs, whips, spears, swords, martial arts weapons, machetes, etc. See Messiah policy on firearms and weapons.
11. Failing to comply with the directives of a College official, including refusing to identify oneself and/or refusing to present Messiah College identification to Messiah College staff including Department of Safety and Residence Life staff. See Messiah policy on respect for the rights of others.

12. Violation of operational rules governing various offices, departments and facilities of Messiah College. This includes, but is not limited to, Residence Life, Department of Safety, Dining Services, Student Involvement and Leadership Programs, Intercultural Office, Information Technology Services, the Murray Library, etc. See individual department policies.

The Vice Provost/Dean of Students or designee may impose an interim suspension and ban from campus prior to a hearing before a disciplinary officer or body in the following circumstances: a) to ensure the safety, health and well-being of members of the College community or preservation of College property; b) to ensure the student’s own physical or emotional safety, health or well-being; or c) if the student poses a definite threat of disruption of or interference with the normal operations of the College. All interim suspensions will be reviewed promptly, typically within one week, by the appropriate College authority.

**GROWTH INITIATIVE**

Messiah College desires that students have the opportunity and encouragement to receive the best possible support and assistance in addressing destructive behavior. Therefore, students who take the initiative to ask for help in dealing with a problem or who acknowledge rule violations before they are confronted will be dealt with through a counseling mode rather than a disciplinary mode. Students must take the first step and be willing to accept help.

**ACCOUNTABILITY**

Students are expected to encourage each other to live according to Messiah College’s Code of Conduct. For this reason, students who are present when behavior occurs that violates college standards may be found responsible for supporting the behavior.

**DIVERSITY STATEMENT**

Messiah College is an institution committed to diversity, inclusiveness, intercultural learning and reconciliation. Our goal is to provide students,
faculty, educators, and staff with the opportunity to live, learn, and serve in a world that is increasingly diverse and interconnected. Messiah College’s commitment to diversity is necessary because the pursuit of our mission “to educate men and women toward maturity of intellect, character and Christian faith in preparation for lives of service, leadership and reconciliation in church and society” requires both an appreciation for and an ability to engage difference in a way that promotes wholeness and reconciliation with God, with each other, and with all of creation. Our core Christian values as understood in our foundational documents compel us to leverage diversity in our pursuit of academic excellence.

In defining academic excellence, Messiah College has adapted the concept of inclusive excellence developed by the Association of American Colleges and Universities which posits that an educational institution cannot truly be excellent if it does not draw upon the full range of humanity and that diversity is central to educational quality. Inclusive excellence is an “active, intentional, ongoing engagement with diversity in interpersonal relationships, in the curriculum, in the cocurriculum, and in the communities with which students, staff, and faculty connect.”¹

At Messiah College, there is a growing realization that diversity cannot be viewed merely in terms of a problem to be solved or a challenge to be addressed. Rather, it is an invaluable asset to the educational community which can and must be engaged in the learning process. Implementing “inclusive excellence” aids in preparing students to become agents well equipped to adapt, engage, work, learn, and heal within diverse worlds, both at home and abroad. The responsibility and the cost of pursuing inclusive excellence is a collective one that falls on the shoulders of every individual and office on campus through the pursuit of opportunities for professional development, training and spiritual formation. Consequently, the notion of inclusive excellence has been a key consideration in Messiah College’s strategic planning process. The College’s most recent strategic plan Embracing Change as Opportunity (2016-2020) makes significant commitments in the areas of student and faculty recruitment, community engagement, campus climate, and the development of intercultural competencies in student leadership, teaching, and learning.

Rationale
In its statement of Foundational Values, Messiah College recognizes the importance of the person, affirming that “every person is to be respected and valued ... because each person is created in the image of God.” Divinely created and sharing equally in God’s design, each human is worthy of respect and honor, regardless of characteristics including but not limited to gender, race, ethnicity, national origin, religion, age, ability, or marital or parental status. As an expression of that conviction and in recognition of God’s gift of love to each of us, inclusive language should be used in all levels and forms of communication at the College in reference to human beings.

1. Further, the College’s Foundational Values affirm that “every person must be responsible in their pursuit of truth.” Every member of this educational Christian community—teacher and learner, scholar and thinker, faculty, staff, and student—should uphold the pursuit of truth, using language that seeks to avoid false assumptions and inaccurate or negative stereotypes, biases, or prejudices. We uphold the use of communication that reflects a high ethical standard of truth-seeking and scholarship by avoiding misrepresentation or discrimination of any kind. As an expression of that commitment to truth, inclusive language is used to achieve clarity by neither rendering certain people invisible nor misrepresenting by overemphasizing or generalizing traits of individuals or groups.

2. Language, as a means of signifying and communicating, is not static or value-free. It is, by its very nature, fluid and dynamic. Thus, patterns and significance of language evolve as culture and ethos change. Language is a powerful means of not only reflecting culture, but also constructing and reinforcing beliefs and biases. It describes reality, but it also shapes reality. The use of inclusive language provides a means of positively influencing the social environment by contributing to the sense of worth, empowerment, freedom, and ability of all human beings. At Messiah, it thereby has a positive impact on campus climate, allowing all members of the community to function in an environment of equal opportunity and expectation.

3. Because of our Christian frame of reference and in recognition of the ways that language shapes as well as reflects culture, Messiah College has a particular responsibility to ensure that language is used in ways that do not exclude members of the community or distort the significance of contributions made by all persons to our historical and present day experience. Through our communication and use of language, greater sensitivity motivated by love becomes the norm.
4. In sum, Messiah College is a Christian community of divinely created beings informed by God’s love and pursuing truth in every endeavor. We are committed to the use of inclusive language as a means of reflecting our Christian commitment and responsibility as we serve as a creative and liberating force in the world.

**Definition of Inclusive Language**

Inclusive language is written or verbal communication that accurately reflects and affirms the presence, role, status, and value of all members of society by trying to avoid language that excludes certain groups of individuals or that distorts the role or value of those individuals in the community.

**Forms of Exclusive or Discriminatory Language**

Improper language usage can lead to various forms of blatant inaccuracy and discrimination. Inclusive language seeks to remedy forms of linguistic discrimination. (Note: For a person who is not part of the excluded or affected group, it is difficult to perceive the discriminatory nature of his or her language and thus requires extra sensitivity and receptiveness.) The following illustrate examples of linguistic discrimination:

1. *Invisibility* occurs when certain phrases exclude or ignore a person or group (e.g., using “he” to mean people of either gender). Inclusive language acknowledges the presence of such unrepresented persons or groups.

2. *Extra visibility* occurs when a personal characteristic irrelevant to the context is emphasized, making the individual or group seem out of the norm (e.g., “blind singer” or “Chinese doctor” rather than simply “singer” or “doctor,” when the modifier to the subject has no bearing on the topic discussed). Inclusive language refuses to place extra emphasis on irrelevant differences.

3. *Trivialization* occurs when certain phrases unnecessarily devalue or denigrate the actions, activities, and occupations of a person or group (e.g., “even a woman can do it”). Inclusive language avoids the belittlement of individuals and groups.

4. *Stereotyping* occurs when oversimplified and over generalized labels are applied to a person or group, thereby denying individuality (e.g., “African-Americans are good dancers”). Inclusive language refuses to limit or pigeonhole any individual or group.

5. *Imposed labeling* occurs when individuals or groups (often minority or less powerful groups) have a name or term given to them by another individual or group (e.g., Euro-Americans historically called Americans of African heritage “Negroes,” but that group’s generally
preferred name for itself is “African-Americans”). Inclusive language avoids the use of such labels or allows the group to define itself. It is important to be aware of and honor the way a group prefers to be named. It must be recognized that sometimes particular groups’ preferences and labels change or are in flux, and one specific appellation may not be embraced as the norm.

**Policy Statement**

Messiah College calls for all members of the College community to be informed and intentional about the use of inclusive language. Further, Messiah College expects members of the College community to use inclusive language in official written and oral communication intended for internal and external audiences. For some, this requires an intentional shift from habitual usage; grace should be exercised as community members conscientiously try to adhere to the policy. This policy should be understood within the context of the basic tenets of academic freedom, and is a complement to, rather than an infringement of, the College’s policy on Academic Freedom (Community of Educators Handbook).

**Specific Application of Policy**

1. College employees, staff, and offices employ inclusive language in all forms of official communication, including but not limited to press releases, published materials, community addresses, campus-wide communications, and interoffice memos.

2. Faculty members use inclusive language in classroom discourse, syllabi, and in public lectures and interviews. Faculty members have a responsibility to demonstrate and reinforce inclusivity in their interactions with students, as well as in their assessment of student writing and choice of course materials.

3. Students employ inclusive language in their academic activities, including classroom discourse and writing assignments. In addition, students use inclusive language in their cocurricular endeavors (e.g., student publications and activities sponsored by student organizations).

4. Historical and/or non-inclusive texts. As part of the academic enterprise, a wide variety of texts is encountered, representing a diversity of perspectives and contexts. When non-inclusive texts are used, it is expected that the originator’s context will be indicated and, when possible and appropriate, that context will be discussed.
Responsibility for Implementation
All employees and students will be apprised of this policy upon joining the Messiah College community. Initially, the Vice President for Human Resources and Compliance, the Assistant Dean/Director for Faculty Development, and the Vice Provost/Dean of Students will be responsible for communication of this policy. Subsequently, it is the responsibility of the appropriate administrators, including department chairs and supervisors, to encourage adherence to this policy.

1. This policy is included in all first-year seminar syllabi, per the first-year seminar parameters established by the General Education Committee. Further, faculty members are encouraged to include it in all other syllabi.

2. Further, ongoing education (at least annually) in the use of inclusive language will be the responsibility of the Vice President for Human Resources and Compliance, the Assistant Dean/Director for Faculty Development, the Vice Provost/Dean of Students, and the Director of Writing, in collaboration with the Gender Concerns Committee, Micah Partnership, and the Office of Disability Services.

3. When a party is offended by breach of this policy, the offended party is encouraged to act in accordance with Matthew 18:15–16 by seeking informal resolution. For instances in which informal resolution is unsuccessful or inappropriate, the grievance procedures established by the College for employees in the Grievance Procedures, Employee Policy and Procedure Manual (1.18) should be followed; for students, the Student Harassment Policy and Procedure outlined in the Student Handbook should be implemented. Grace and understanding should be exercised in the application of this policy, allowing persons to change from traditional, habitual language patterns toward inclusive ones.

Annual Reporting
To assess campus climate and to address perceived problems, at the end of each year, the Gender Concerns Committee will solicit and collect reports on breaches of this policy. These reports describe in general terms (but omit names and identifying details) each incident reported to the committee and the disposition of each.
Consultants
Useful contacts and consultants when questions or difficulties arise regarding use of inclusive or exclusive language include:

- Vice President of Human Resources and Compliance
- Chair, Gender Concerns Committee
- Associate Dean of Students
- Director of Writing
- Director of Disability Services

(Adopted 4/20/04, Community of Educators Senate)
MESSIAH COLLEGE

SEXUALITY AND RELATIONSHIPS POLICY

Messiah College’s foundational documents articulate the institution’s mission and identity as a Christian college. Because of that mission, we hold to beliefs and practices that are rooted in our understanding of scriptural teaching and the historic teaching of the Christian church, both broadly and of our founding denomination (Brethren in Christ) specifically. Therefore, we affirm Christian marriage to be the union of one man and one woman and that human sexuality should be understood within this framework. Because of this affirmation, premarital and extra marital intercourse and forms of same-sex sexual expression fall outside of God’s design for sexual expression. As we embrace these theological truths that are foundational to our understanding of the gift of sexuality, we also recognize that applying these truths to a specific set of behavioral expectations for our community is challenging, but necessary.

SEXUAL BEHAVIOR EXPECTATIONS

It is expected that married students will honor their marriage vows by remaining faithful to their spouse.

While it may be appropriate for committed male/female couples to hold hands and even kiss, care should be given to avoid more intimate behaviors such as heavy making out or oral sex. Any intimate sexual behavior that would put individuals on a path toward intercourse should be avoided, rather preserving that for marriage. In this vein, it is never appropriate to ‘hook up’ or practice promiscuous sex.

Students who experience same sex attraction or identify as gay or lesbian are expected to refrain from “same sex sexual expression” as it is embodied in culturally contextual practices (e.g., identifying as a couple or exhibiting expressions of physical intimacy).

Students are also expected to refrain from the using and/or distributing pornographic material. The College desires and is prepared to help students who are struggling with pornography. Students in need of help should contact the Engle Center for Counseling and Health or College Ministries for confidential assistance and support.

Students who are victims of sexual abuse are encouraged to seek help from a counselor or other appropriate person. If someone at the College has been
the abuser, the College would like your assistance in dealing appropriately with that person (see Messiah College Title IX website at www.messiah.edu/TitleIX)

Students who are finding it difficult to uphold the sexual behavior expectations or who have follow up questions concerning the sexuality and relationships policy and sexual behavior expectations are encouraged to speak with the Vice Provost/Dean of Students, College Pastor, Director of Counseling, Associate Dean of Students, Director of Residence Life, Residence Director or other educators within the Student Affairs Division.

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**AMOROUS RELATIONSHIPS BETWEEN STUDENTS AND EMPLOYEES**

Amorous relationships between employees and students are prohibited. An exception to this policy may be an existing amorous relationship which predates an employee’s or student’s affiliation with the College. When Human Resources is informed of a failure to abide by this policy, such failure will be cause for disciplinary action, which may include termination of employment.

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**PREGNANCY**

When an unmarried student becomes pregnant, the College seeks to respond redemptively. Both the father and the mother of the child are to be treated equally and both are encouraged to remain in school. Proper medical care is considered essential, as are appropriate emotional and spiritual support. Students who are dealing with a pregnancy are encouraged to discuss the pregnancy with a counselor or other appropriate person. Responsible decisions for the care of all parties involved are encouraged and supported.

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**INTERPERSONAL VIOLENCE & SEXUAL MISCONDUCT**

This policy addresses a range of inappropriate gender-based behavior for which the common element is nonconsensual sexual contact or violence, often including the use of coercion, force or threat of force to overpower another individual, or pursue contact against his or her will. Such conduct includes stalking, harassment, sexual assault, dating violence, and domestic violence. The act of leveraging one’s power over another
individual is in itself an act of violence, regardless of the behavior used. Messiah College policies prohibit all forms of power-based violence.

Legal Context
Title IX of the Education Amendments of 1972 prohibits sex discrimination – which includes sexual violence – in educational programs and activities. Students, staff and faculty are free to pursue education, including athletic programs, scholarships and other activities free from sex discrimination, including harassment, stalking, sexual misconduct, and sexual violence. The Violence Against Women Act of 1994 (VAWA) is a federal law addressing the need for increased standards of investigation, prosecution, restitution and victim support resources in the event of a violent crime. Alongside the Clery Act of 1990—responsible for requiring thorough documentation, reporting criteria and publicized crime statistics for college campuses—VAWA and Title IX are federal mandates that support our institution’s care for our community members.

Messiah College takes its responsibilities under these federal regulations seriously. Therefore, those who have questions about Title IX, VAWA or Clery (or wish to file a related complaint) may contact the Title IX Coordinator or one of the Title IX Deputy Coordinators listed below:

Title IX Coordinator
Amanda Coffey, Vice President for HR & Compliance
Old Main 2nd Floor
ACoffey@messiah.edu,
717-796-5300

Title IX Deputy Coordinator
Doug Wood, Associate Dean of Students
Eisenhower Campus Center 205
DWood@messiah.edu,
717-796-1800 ext. 3200

Title IX Deputy Coordinator
Cindy Burger, Director of Safety
Greenbriar Building
CBurger@messiah.edu,
717-691-6005

Brooke Good, Head Field Hockey Coach
Sollenberger Sports Center 162
good@messiah.edu,
717-796-1800 ext. 7359

Our Community Standard
Messiah College prohibits the offenses of interpersonal violence—including dating or domestic violence, harassment, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. Toward that end, Messiah College issues this statement of policy to inform the campus community of our programs to address interpersonal violence, harassment, sexual assault and stalking. Messiah College also affirms this statement of procedures for institutional disciplinary action in cases of alleged interpersonal violence, harassment,
sexual assault and/or stalking, to be followed regardless of whether the incident occurs on or off campus when it is reported to a College official. Messiah College’s responsibilities to address such behavior are broader than the law enforcement classifications of crimes and therefore our policy uses broader definitions. A list of definitions is available online here: Appendix A Definitions.

These behaviors are demeaning and interfere with the rights of others to pursue their education in an atmosphere that is safe and respectful. Messiah College observes and protects the rights to and resources of safety and support measures available to every Messiah student—regardless of age, gender, race, ability or disability, orientation or religion. While this policy obviously addresses overt acts of violence, any sexual contact without consent and any gender-based violence are strictly prohibited. Examples of violent and unacceptable behavior include, but are not limited to:

- Sexual contact without consent
- Sexual contact while a person is incapacitated
- Sexual exploitation of another person, such as posting sexual pictures on social media
- Coercion for sexual contact
- Stalking
- Threatening or intimidating a person for sexual contact

Messiah College seeks to provide a consistent, caring, and timely response when a sexual assault or any violation of this policy occurs within our college community. Specifically, this policy defines the coordinated campus-wide efforts to provide an appropriate and effective institutional response to incidents of harassment, stalking, sexual misconduct, and/or sexual violence. Our protocol is designed to do the following:

- Establish and cultivate community involvement in sexual interpersonal violence prevention
- Create a college environment that expedites and encourages the prompt reporting of interpersonal violence
- Facilitate the recovery of a victim of interpersonal violence by providing prompt and compassionate support services. The College provides crisis intervention, advocacy and referral services to students impacted by interpersonal violence
- Investigate reports of interpersonal violence, harassment, sexual assault and/or stalking promptly and thoroughly
- Take timely and effective steps reasonably calculated to end the interpersonal violence, harassment, sexual assault and/or stalking, prevent its recurrence, and as appropriate, remedy its effects
• Where appropriate, assist local law enforcement

**Procedures for Victims of Interpersonal Violence, Harassment, Sexual Assault and/or Stalking**

All victims of interpersonal violence, harassment, sexual assault and/or stalking are encouraged to contact a support person of their choosing or an advocate (can be contacted at the YWCA Carlisle or Harrisburg) for support during any of the following processes. Advocates are free, confidential resources trained and available to meet victims at the hospital or on campus; advocates are equipped to explain procedures and rights within the medical examination and criminal investigation process to assist victims in choosing a course of action.

After an incident of interpersonal violence and/or sexual assault, victims should consider seeking medical attention as soon as possible at any of the following hospitals: Harrisburg Hospital, West Shore Pinnacle Hospital, Carlisle Regional Medical Center or Holy Spirit Hospital. All four hospitals have trained professional staff who specifically handle sexual assaults. In Pennsylvania, evidence may be collected even if you chose not to make a report to law enforcement.

Cumberland County, which includes Upper Allen Township and the area the college encompasses, has established an anonymous reporting protocol for victims of sexual assault. “Anonymous Reporting” is the name for the forensic evidence collected during a sexual assault examination for a victim who chooses to remain anonymous. An Anonymous Report enables a victim to have forensic evidence collected without revealing identifying information. Victims are given a code number they can use to identify themselves if they choose to report later and they are not required to cooperate with law enforcement or criminal justice authorities.

“Anonymous Reporting” is an avenue for victims to seek services and to have evidence collected without immediately deciding whether or not to report to the police. This way the evidence is properly preserved and may be used in a physical evidence-based prosecution when/if the victim becomes ready to report to law enforcement. The Cumberland County District Attorney’s office manages the County’s anonymous reporting protocol. More information on the County’s anonymous reporting protocol is available through the Title IX Coordinator.
It is important that a victim of sexual assault not bathe, wash, douche, smoke, change clothing, or clean the bed/linen/upholstery/area where the assault took place if the offense occurred within the past 96 hours. This is so that evidence may be preserved. Preserving evidence may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order.

Health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections in circumstances of sexual assault, even if victims do not opt for forensic evidence collection.

Victims of interpersonal violence, harassment, sexual assault and/or stalking are also encouraged to save text messages, instant messages, social networking pages, other communications, pictures, letters, logs, or other copies of documents that would be useful to College adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses to not make a complaint regarding an incident, he or she should still consider preserving evidence in the event that he or she decides to report the incident to law enforcement or the College at a later date.

**The Institution's Responsibilities and Victim Rights to Protective Measures**

Messiah College complies with Pennsylvania State law in recognizing orders of protection. Any person who obtains an order of protection from Pennsylvania or any reciprocal state should provide a copy to the Department of Safety and the Title IX Coordinator. A victim may then meet with the Department of Safety to develop a Safety Action Plan, which is a plan to reduce the risk of harm while on campus or coming and going from campus.

This plan may include, but is not limited to: escorts, special parking arrangements, changing work site location, changing classes or working with Academic Advising on alternative class possibilities, allowing a student to complete assignments from home, allowing an employee to develop a flexible work schedule, etc. Messiah College cannot apply for a
legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s); this is the victim’s responsibility. In Pennsylvania, a victim of interpersonal violence, sexual assault and/or stalking has the right to file a petition with the courts requesting protection through the following: Protection from Abuse Orders (PFA’s), Sexual Violence Protection Orders (SVPO’s), and/or Protection of Victims of Sexual Violence or Intimidation (PSVI’s), which could include the following:

• An order restraining the abuser from further acts of abuse
• An order directing the abuser to leave your household/place of residence
• An order directing the abuser to refrain from stalking or harassing you or other designated persons
• Other protections based on issues related to cohabitation, residency, employment, and child custody

When an abuser is not a present or past member of the victim’s household or family, adults and minors can petition for a Sexual Violence Protection Order (SVPO). For example, an SVPO could be granted for a victim who is sexually assaulted by a coworker and who has no other relationship with the coworker – is not now or never was a family relation, spouse, dating partner or member of the same household.

The Department of Safety will assist victims via referral to local courts/District Attorney or Domestic Violence Services. The most efficient way to obtain a PFA is to use a resource such as the Domestic Violence Services of Cumberland and Perry Counties. The Department of Safety will assist victims who are interested in pursuing a PFA, PSVI, or SVPO. Any student or employee who obtains a protection order from Pennsylvania or a reciprocal state should provide a copy to the Department of Safety. The Department of Safety will help facilitate the reporting of PFA violations to the local police.

**Campus Issued Protection and Accommodations**

While not the same as a state-mandated protection order, the College can issue a “No Contact Directive”. This includes, but is not limited to, written, verbal and/or physical communication. Written communication includes all electronic means of communication; including, but not limited to, email, instant messaging, text messaging and social media. Verbal communication includes phone calls and voice mail messages. A "No Contact Directive” may include additional restrictions and terms.

The Associate Dean of Students, Title IX Coordinator, and/or the Director of Safety issues this directive. If the College receives a report that an
institutional “No Contact Directive” has been violated, the College will initiate disciplinary proceedings appropriate to the status of the respondent and will impose sanctions if the respondent is found responsible for violating the “No Contact Directive”. If the respondent is not a Messiah College community member, the College will work with local police departments to pursue other measures of protection.

Messiah College will provide victims with prompt protective measures, even before an investigation is completed. Upon receipt of a report of interpersonal violence, harassment, sexual assault and/or stalking, Messiah College is prepared to implement measures that facilitate the victim’s sense of safety and will provide written notification to students about accommodations available to them, including ones affecting their academic, living, transportation and working situations. The written notification will include the following information: who to contact to request accommodations, the accommodation options available and how to obtain assistance with requesting accommodations.

At the victim’s request, and to the extent of the victim’s cooperation and consent, College offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working or transportation situations regardless of whether the victim chooses to report the crime to campus safety or local law enforcement. Some of the accommodations and protective measures available to victims are:

- Transfer to a different section of a class
- Withdrawal from a class (if there is no option for moving to a different section)
- Move to a different room or residence hall
- Change in work schedule
- Change in parking assignment
- Safety escort for campus

Protective measures for the victim may include changes or restrictions imposed on the respondent, such as:

- Change in residential assignment
- Campus restrictions
- Loss of Grantham Campus or Satellite Housing living privileges
- Prohibition from enrolling in or maintaining attendance in specific course offerings
- Implementation of a No Contact Mandate and/or restrictions from campus
- Other reasonable protective measures
To receive assistance in obtaining such protective measures or to request accommodations, a victim should contact the Title IX Coordinator or any of the Deputy Coordinators.

Messiah College has designated personnel who can help the victim to understand, evaluate and choose among the services outlined in this protocol, and help ensure continuity of services by offering follow-up contact. The victim should be offered a preference of gender in personnel, determining which personnel will assist in any given matter. The following serve as designated campus personnel for responding to victims:

- Vice Provost/Dean of Students
- Director/Department of Safety – Title IX Deputy Coordinator
- Associate Dean of Students – Title IX Deputy Coordinator
- Engle Center for Health and Counseling Services
- VP of Human Resources and Compliance – Title IX Coordinator
- Resource Coordinator—Interpersonal Violence Prevention, Education and Response

**Additional Victim’s Rights**

Students have the right to choose whether to file a complaint, receive support, file a report leading to an investigation process and/or seek resolution.

Students have the right under federal law (Title IX) to expect that reports of interpersonal violence, harassment, sexual assault, and/or stalking will be taken seriously by the College. At the request of the student making the report or when deemed necessary to protect the interests of the college community, reports will be investigated and properly resolved through administrative procedures. Officials of the college, such as the Residence Life staff, the Deans, Title IX Coordinator/Deputy Coordinators or other administrators, shall be available to any student seeking information or wishing to report an incident of interpersonal violence, harassment, sexual assault, and/or stalking.

Messiah College must conduct an adequate, reliable and impartial investigation. A comprehensive review of victim’s rights can be found online here: [Appendix B Victim’s Rights](#)

**Amnesty**

While the College expects all students to behave in accordance with our community standards, health and safety of Messiah College students takes priority over conduct violations in the event of a medical emergency or severe safety concern, including instances of suspected, witnessed, or
reported abuse, violence, and/or assault. Likewise, students are encouraged to prioritize their health and safety or the health and safety of others above all other concerns when reporting an emergency.

Students, regardless of age, will be granted immunity from college disciplinary proceedings for the violation of community conduct standards if the Department of Safety, Residence Life staff or other College official becomes aware of the breech in community behavior standards because the individual was seeking assistance for someone else. The person seeking assistance must reasonably believe he or she is the first to call for assistance, must use his/ her own name with authorities, and must stay with the individual needing assistance until help arrives.

Amnesty includes, but is not limited to, alcohol possession and/or consumption, consensual sexual conduct, and/or inappropriate use of institutional property. Amnesty for drug use and/or possession may not apply in the event that law enforcement officials are contacted. Amnesty will not be granted to perpetrators of abuse, violence, assault or egregious behavior to another person. Both the individual in need of assistance and the individual seeking assistance may receive amnesty protection.

Students will be immune from student disciplinary proceedings for conduct violations if she/he can establish the following:

1. The only way College officials became aware of the person’s violation is because the person placed a 911 call, or a call to Dispatch/Department of Safety, police or emergency services, or College administrators in good faith based on a reasonable belief that another person was in need of immediate attention and/or intervention to prevent death, serious injury, trauma or abuse.
2. The student reasonably believed she/he was the first person to make the emergency contact, whether to 911 call, or to Dispatch/Department of Safety, police or emergency services, and/or College administrators in order report that a person needed immediate attention or intervention to prevent death, serious injury, trauma or abuse.
3. The student provided his/her own name to the 911 operator or equivalent campus safety, administrator, police, or emergency officer.
4. The student remained with the person needing assistance until emergency health care providers or responders arrived and the need for his/her presence had ended.

SEXUAL BEHAVIOR & HARASSMENT POLICIES  45
Students meeting the above criteria may be asked for a statement from College officials or the police, but will not be subject to a disciplinary response.

**LGBT+ Rights**
Reporting an incident of harassment or assault is never easy or simple. Seeking support takes courage and vulnerability; for members of the Messiah College community who identify as LGBT+ or non-gender conforming, this can be especially true. We want to acknowledge the complexity of finding help in a situation already full of anxiety, trauma and possible physical injury. The same resources and measures of support are available to Messiah College students and employees regardless of gender or sexual orientation.

We value safety and care for our community members. If you have or someone you know has experienced same-sex assault or harassment, or identify as a member of the LGBT+ community and experienced interpersonal violence of any nature, we encourage you to seek help from these resources.

**Retaliation**
Retaliation against someone who files a complaint or who participates in the investigation of a complaint is strictly prohibited by College policy and by law. Retaliation can occur in many forms. The following list illustrates some (not all) examples of behavior that would be considered retaliation:

1. Asking a complainant why he/she complained. Likewise, asking a witness why he/she was willing to make a statement.
2. Asking a complainant to rescind his/her statement. Having friends ask the complainant to rescind his/her statement.
3. Threatening the complainant or witness in any manner.
4. Cyber-bullying the complainant or using social media to criticize, harass, demean or aggravate the complainant/witness.
5. Excluding the complainant from team meetings or other such events to which the complainant is a rightful participant.

Respondents need to be careful to avoid behaviors that could be experienced as retaliation. If you are unclear as to how to proceed in a particular situation, excuse yourself and seek counsel from Student Affairs, Human Resources or the Department of Safety.

**Statement on Confidentiality and Privacy**
Victims of interpersonal violence have the right to choose whether they share their experience in a formal process to gain resolution and support,
or with a confidential resource that will not pursue a formal process without the victim’s request, but will still offer support.

The College encourages victims to talk to somebody about what happened in order to receive the support they need and so the College can respond appropriately. Nonetheless, victims have the right to talk with College officials about protecting their privacy and to report a violation of this policy in confidence.

Victims may request that directory information on file with the College be withheld by request. This request should be made to the Registrar’s Office in person by visiting that office located in Old Main.

Different employees on campus have different abilities to maintain a victim’s confidentiality. All employees are expected to keep reports and personal information private—that is, to be respectful and discreet. If a formal report is necessary, all employees are expected to report only to campus officials that need to know information in order to follow due process. Employees are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the Department of Safety, the Title IX Coordinator or a Deputy Coordinator. A report to employees constitutes a report to the College and generally obligates the College to investigate the incident and take appropriate steps to address the situation.

Confidential Resources
Some employees are required to maintain near complete confidentiality, and talking to them is sometimes called a “privileged communication.” If any person—victim or respondent—involves in the report desires confidential support, he/she may speak with any of the following:

- Professional staff in the Counseling Center, located in the Engle Health Center (ext. 5357)
- The College Pastor in the College Ministries Office (ext. 6520)
- A nurse in the Engle Health Center (ext. 6035)

Staff in the Engle Health Center are required to pass along non-personally identifiable statistical information to the Department of Safety. The only information that will be released is that an incident was reported, the type of incident and the general location of the incident (i.e., “on campus” or “off campus”; no address will be given). Statistics given to Safety will be made available through publication in the Annual Security and Fire Safety Report. No personally identifiable information on victims will be contained and/or released within any published record without the victim’s consent.
The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime and Fire Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Campus Safety Alert or Timely Warning Notice is issued on the basis of a report of interpersonal violence, harassment, sexual assault and/or stalking, the name of the victim and other personally identifiable information about the victim will be withheld. This information could include the specific location where an incident is reported to have occurred when reporting the location could inadvertently identify the victim.

Members of the Engle Counseling/Health Services staff and pastoral counselors are confidential resources and do not report incidents unless the student specifically requests them to do so. The only details shared are to capture general details about the incident (date, time, location, and brief description of incident type) which is for inclusion of the college’s Annual Security and Fire Safety report. Please note the College is required by law to use any information included in an anonymous report of sexual misconduct and/or assault to investigate the report. If you include personally identifiable information in an anonymous report, it will be used in an investigation.

A victim who reports confidentially to staff in the Counseling Center, Health Center or to a College Pastor needs to understand that, if the victim wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the respondent.

Even so, the staff in the Engle Center and College Ministries will still assist the victim in receiving other necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health or mental health services, changes to living assignment and adjustments to working or course schedules.

A victim who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. The counselors and advocates will provide the victim with assistance if the victim wishes to do so. If the College determines that the respondent poses a serious and immediate threat to the College community, College officials may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim.
**Off-Campus Counselors and Advocates**

Off-campus counselors and advocates will also generally maintain confidentiality and not share information with the College unless the victim requests the disclosure and signs a consent or waiver form. Health care professionals may maintain levels of confidentiality unless law enforcement is contacted simultaneously or insurance companies must be billed for services rendered outside a sexual assault examination. Law enforcement will not maintain confidentiality.

The following is contact information for these off-campus resources:

<table>
<thead>
<tr>
<th>Off Campus</th>
<th>Students</th>
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<tbody>
<tr>
<td>Counseling</td>
<td>Messiah College Engle Health/Counseling Center</td>
</tr>
<tr>
<td></td>
<td>Phone: 717-691-6035 - (Can make recommendations for local confidential counseling and psychiatric services in the area)</td>
</tr>
<tr>
<td>Medical</td>
<td>Harrisburg Hospital</td>
</tr>
<tr>
<td></td>
<td>717-221-6250</td>
</tr>
<tr>
<td></td>
<td>West Shore Pinnacle Hospital</td>
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<tr>
<td></td>
<td>717-791-2600</td>
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<tr>
<td></td>
<td>Carlisle Regional Medical Center</td>
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<tr>
<td></td>
<td>717-249-1212</td>
</tr>
<tr>
<td></td>
<td>Holy Spirit Hospital</td>
</tr>
<tr>
<td></td>
<td>717-763-2100</td>
</tr>
<tr>
<td></td>
<td>*All have trained professional staff who specifically handle sexual assaults</td>
</tr>
<tr>
<td>Cumberland County Rape Crisis Services</td>
<td>Office 888-727-2877</td>
</tr>
<tr>
<td></td>
<td>Hotline: 717-258-4324 or 717-258-1143</td>
</tr>
<tr>
<td>YWCA Rape Crisis Domestic Violence Services in Harrisburg</td>
<td>Open 24 Hours/7 Days Week</td>
</tr>
<tr>
<td></td>
<td>1-800-654-1211</td>
</tr>
<tr>
<td></td>
<td>717-238-7273</td>
</tr>
<tr>
<td>YWCA of York Victim Assistance</td>
<td>800-422-3204</td>
</tr>
<tr>
<td></td>
<td>717-854-3131</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Victim Services of Cumberland County</td>
</tr>
<tr>
<td></td>
<td>Phone: 717-761-5599</td>
</tr>
<tr>
<td>Domestic Violence Services</td>
<td>Services of Cumberland &amp; Perry Counties</td>
</tr>
<tr>
<td></td>
<td>Hotline: 1-800-852-2102</td>
</tr>
</tbody>
</table>
### Legal Assistance
Cumberland County District Attorney’s Office  
Phone: 717-240-6220

### Visa and Immigration Assistance
30 N. 41st Street; Philadelphia, PA 19104  
Phone: 1-800-375-5283

### Upper Allen Police
Cumberland County Emergency Center: 911  
York County 717-766-0249

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## Sexual Misconduct Response Team

If the Vice Provost, Dean of Students and/or Title IX Coordinator determines that a reported incident of interpersonal violence, harassment, sexual assault and/or stalking represents a potential danger to the campus community, they will convene the Sexual Misconduct Response Team. A potential danger to the community includes but is not limited to the following:

- A pattern of acquaintance sexual assault
- A stranger assault
- A violent or sadistic assault
- Gang rape
- Random and troubling stalking patterns

The Sexual Misconduct Response Team will be composed of at least the following:

- Vice Provost and Dean of Students, Facilitator
- Title IX Coordinator/VP for Human Resources & Compliance
- Director for the Department of Safety
- Associate Dean of Students
- Director of Health and Counseling Services
- College Counsel

When appropriate, the Sexual Misconduct Response Team will work in conjunction with the mobilization of the College’s Crisis Management Team. The purpose of the Sexual Misconduct Response Team is to address the safety needs of the community while protecting the victim’s right to privacy and insuring the integrity of the College’s response. If a threat to the community is determined, a warning will be released and other steps to ensure campus safety will be considered. The Vice Provost/Dean of Students (VP/DOS) will be responsible for the release of information, and will do so in consultation with the Director of Public Relations. The VP/DOS will notify the President and Provost of the concern and response.
The victim will not be present at the team meetings and the victim’s rights to confidentiality will be respected by all team members. The VP/DOS will keep the victim informed of the team’s actions, either directly or indirectly through the contact person who reported the assault to the VP/DOS.

**Reporting a Violation**

When a victim tells a responsible employee (any employee not clearly identified as sources of confidentiality as outlined above) about an incident of interpersonal violence or sexual misconduct, the victim has the right to expect the College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

There are several options for reporting:

<table>
<thead>
<tr>
<th>OFFICIAL REPORTING</th>
<th>CONFIDENTIAL REPORTING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report the incident to the Title IX Coordinator or a Deputy Coordinator:</td>
<td>Report the incident to a confidential support person on campus:</td>
</tr>
</tbody>
</table>
| Title IX Coordinator Amanda Coffey, Vice President for HR & Compliance Old Main 2nd Floor ACoffey@messiah.edu, 717-796-5300 | · Counselor (Engle Center) ext. 5357  
· College Pastor ext. 6520  
· Nurse (Engle Center) ext. 6035 |
| Title IX Deputy Coordinator Doug Wood, Associate Dean of Students Eisenhower Campus Center 205 DWood@messiah.edu, 717-796-1800 ext. 3200 | Report the incident to a confidential support person off campus:  
Advocacy Rape Crisis—24/7 HOTLINE:  
· 888-727-2877 |
| Title IX Deputy Coordinator Brooke Good, Head Field Hockey Coach Sollenberger Sports Center 162 good@messiah.edu, 717-796-1800 ext. 7359 | YWCA of Carlisle — Sexual Assault/ Rape Crisis Services 717-258-4324  
YWCA of Harrisburg – Violence Intervention 800-654-1211 or 717-238-7273  
Health and Medical Care—  
· Harrisburg Hospital: 717-221-6250 * |
Report the incident to a confidential support person on campus:
- Counselor (Engle Center) ext. 5357
- College Pastor ext. 6520
- Nurse (Engle Center) ext. 6035

Report the incident to a confidential support person off campus:
Advocacy Rape Crisis—24/7 HOTLINE: 888-727-2877

YWCA of Carlisle – Sexual Assault/ Rape Crisis Services
717-258-4324

YWCA of Harrisburg – Violence Intervention
800- 654-1211 or 717- 238-7273

Health and Medical Care—
- Harrisburg Hospital: 717-221-6250 *
- West Shore Pinnacle Hospital: 717-791-2600*
- Carlisle Regional Medical Ctr
  717-249-1212 *

Cindy Burger, Director of Investigations, Compliance & Training
Greenbriar Building
CBurger@messiah.edu,
717-691-6005

- West Shore Pinnacle Hospital: 717-791-2600*
- Carlisle Regional Medical Center: 717-249-1212 *
- Holy Spirit Hospital:
  717-763-2100*

*provide professional staff who specifically handle sexual assault

Report the incident anonymously through Silent Witness:
http://www.messiah.edu/forms/form/164/en/silent_witness

If a situation is of a life threatening nature or immediate care & response is required, please dial 911 or 9-911 if using a campus phone.

An array of safety, medical, psychological, administrative and resolution services are in place and immediately available to students reporting interpersonal violence. The College is committed to supporting a victim’s right to exercise his or her informed choice among these services and to insuring as reasonably possible his or her confidentiality, if confidential support is requested. Messiah College will provide counseling and health
services regardless of whether the victim elects to pursue college disciplinary action or criminal prosecution.

**Violations that Occur Off-Site**

This policy also applies to harassment off-site or after normal business hours in College related settings including and not limited to:

- Academic placement (practicums, internships, clinical placements, etc.)
- Field trips, athletic events, conferences
- College related social events or excursions
- Study abroad or service learning trips

In the event that a Messiah College student would experience harassment, discrimination, stalking, assault, violence, or threat of violence off-site, the student is encouraged to take the following steps:

1. Prioritize personal safety
   a. Contacting the police is always an option
   b. Students may also choose to identify a support person to offer support and accompaniment in any circumstance.

2. Contact the program director, excursion advisor, personnel in charge, supervisor, or available administrator to receive support and reporting options.
   a. If this person is not available or not safe, the student is encouraged to reach out to someone who is available and safe.

3. Notify Messiah College. While our Department of Safety cannot respond off-campus, the College is available and committed to supporting students in a variety of other response capacities, including but not limited to:
   a. Adjusting travel plans to ensure emotional support and physical safety
   b. Communicating with the student to identify local resources and reporting options
   c. Communicating with necessary program or site administrators to advocate for student wellness
   d. Offering long-distance support and response via campus resources, connecting those resources with students upon their return to campus
Education and Support
All campus departments who would be in a position to provide an immediate support network for a student reporting incidents of interpersonal violence, harassment, sexual assault and/or stalking need to be familiar with:

- Boundaries of confidentiality
- Services offered by the College and specific departments
- Reporting options and choices available to the victim
- Services offered by associated departments
- Resources available on and off campus of support

Programming and prevention for students and employees addressing the issues of interpersonal violence, harassment, sexual assault and stalking will be addressed in several venues:

- Policy and reporting obligations education for all incoming students and new employees.
- Primary prevention and awareness programs for all incoming students and new employees.
- Prevention and response will be addressed annually in all Residence Life staff training.
- An educational pamphlet addressing interpersonal violence policies and processes will be distributed annually.
- Safe and positive options for bystander intervention.
- Ongoing prevention and awareness programs for students and employees
- A rape, aggression and defense class (RAD or SAFE) is available upon request.

The Grievance Process

Reporting
If this is an emergency, please dial 9-1-1 or the Department of Safety’s emergency extension 6565.

Victims of interpersonal violence, harassment, sexual assault and/or stalking are encouraged to begin the process by talking with an employee with whom they feel comfortable. This could include a Residence Director, Coach, Faculty Member, Assistant Director of Multicultural Programs, Director of International Student Programs, Director of Student Involvement and Leadership Programs, Vice President of Human Resources and Compliance, College Ministries, Work Study supervisor,
Director of the Department of Safety, Associate Dean of Students and/or the Vice Provost/Dean of Students.

Students should be aware that all employees, with the exception of pastors, nurses, and counselors, who are notified about an incident, are expected to report it to the Department of Safety, the Associate Dean of Students or the Title IX Coordinator. Confidential reporting is available through the Engle Center and the College Pastor.

Students do have the option of remaining anonymous by reporting via: https://www.messiah.edu/forms/form/164/en/silent_witness. This silent witness option does minimize the investigation and the subsequent outcomes.

**Grievance Procedures**

Federal law requires the College to investigate reported incidents of interpersonal violence, harassment, sexual assault and/or stalking. Once made aware of a grievance, Messiah College is committed to addressing it and establishing a resolution.

Grievance processes include the investigation, the College’s conduct proceedings and any criminal processes related to the grievance. The Messiah College community understands that all parties involved in the report of a violation of the sexual misconduct policy experience significant distress, whether they are the victim, the respondent or any other individual associated with the report. All parties involved are expected to be treated with respect and dignity.

Once a report has been received, the Associate Dean of Students will review the report in partnership with the Department of Safety and the Title IX Coordinator.

Although the College’s general grievance procedures allows for an informal resolution process, an informal process is not appropriate for most violations of the Interpersonal Violence, Harassment, Sexual Assault and/or Stalking Policy. Most complaints are referred to the formal resolution process immediately, and every victim has the right to skip the informal process and move directly to a formal complaint.

*There is no expectation that the victim meet with or ‘work things out’ with the respondent.*
Grievance Review Board

The Grievance Review Board (GRB) is a College hearing board trained to respond to community conduct violations, grievances, and violations of the Sexual Misconduct and Interpersonal Violence Policy.

This board is comprised of a minimum of six members, representative of College staff, faculty, and administrators. The members of the GRB are convened in discrete committees, according to due process of conduct hearing and appeal. The hearing subcommittee is comprised of a minimum of three GRB members and a Chair. The appeal subcommittee is comprised of a minimum of three GRB members and a Chair.

GRB members do not serve simultaneously on both the hearing and appeal subcommittees during any given case, but may rotate between committees on separate cases. If there is a conflict of interest for a GRB member or a specific, viable request to withdraw from a particular case, the GRB in question is excused from that proceeding.

Informal Resolution Process

This process is rarely an option for violations of the Interpersonal Violence, Harassment, Sexual Assault and/or Stalking Policy

1. The Associate Dean of Students and/or the Title IX Coordinator and/or a designee will determine and schedule the appropriate meetings to discuss the allegation. Normally, this officer will meet separately with the victim and the respondent; consult with other advisors as needed and determine a resolution based on these discussions.

2. If the resolution is agreed to by both the victim and the respondent, the Associate Dean of Students and/or the Title IX Coordinator will follow up to ensure that the outcomes are met.

3. If the outcomes are not accepted by one or both parties, the resolution process will move to the formal process phase.

Formal Resolution Process

The goal of the grievance process is to provide victims with a process that is reparative, fair and facilitates a sense of safety and personal justice. Where appropriate, the process should also support a behavioral change in the respondent. Once the College receives a report or complaint of a violation of this policy, the College will conduct an investigation.

1. The victim will file a formal complaint. This can be done through one of the following individuals/departments:
a. Amanda Coffey, Title IX Coordinator, VP for Human Resources and Compliance
b. Doug Wood, Associate Dean of Students
c. Department of Safety

2. The respondent is notified of the complaint and provided with the opportunity to review the complaint statement. The respondent’s response is documented. The respondent is provided with an opportunity to either approve or correct the response statement.

3. In response to the report, an investigation will begin. The Associate Dean of Students, in partnership with the Title IX Coordinator and the Department of Safety, will conduct a formal investigation into the complaint. The investigation will include interviewing the victim and the respondent. During this process, the Associate Dean of Students and/or the Title IX Coordinator will advise both the victim and the respondent that they may request to have a support person present. The investigation may also include interviewing other individuals. Discretion in how information is handled is paramount throughout the process. Every reasonable effort will be made to protect the privacy of all parties. However, strict confidentiality cannot be guaranteed due to the necessity for investigation and fact-finding. Beyond that, any individual who wrongfully discusses or discloses confidential information will be subject to disciplinary action. The victim always has the right to decline to participate in an investigation. However, should another individual who has been invited to participate in the investigation refuse or fail to cooperate fully with an investigation, he or she may be subject to disciplinary action, which may include suspension of enrollment.

4. The investigators will share preliminary findings with the Title IX team, hearing sub-committee of the GRB, and all parties involved.

5. All parties have the ability to provide written statements (within 3-5 business days) that include additional information in response to these initial findings to further the investigation process.

6. Additional inquiries made if necessary by investigator(s).

7. At the conclusion of the investigation, the hearing subcommittee of the GRB will convene. The GRB is responsible for reviewing all materials and determining outcomes. These outcomes will be rendered in writing with recommendations for resolution and sanction. This statement of outcomes will be provided to both the victim(s) and the respondent(s).

   a. Determination of responsibility will be made based on a preponderance of the credible evidence (defined as
whether it is more likely than not that the respondent is responsible for the alleged violation.) The credibility of the evidence (firsthand knowledge, corroborating witnesses, consistency, etc.) is considered seriously in the review of the investigation.

b. The Grievance Review Board’s written decision confirmed by the Associate Dean of Students and/or the Title IX Coordinator will reflect either a determination that the allegations cannot be substantiated, or that they can be substantiated and the terms of the prescribed resolution including any disciplinary action deemed appropriate.

8. All parties are provided with the opportunity to review the determination and recommendations for sanctions.

9. The response of all parties is documented. Both the victim and the respondent are provided with an opportunity to approve or appeal the outcome. Specific appeal criteria must be met. See Appeal Process guideline in this policy.

10. If any party chooses to appeal the outcome, they must file a written statement of appeal (within 5 business days) asserting their reasons for appeal and any new evidence to be taken into account.

11. The other party/parties then has/have an opportunity to review the appeal and offer a written statement in response.

12. Both the appeal and response, along with the initial investigation information, outcomes and sanctions, will be given to the appeal subcommittee of the GRB for consideration. Absent a procedural error or new evidence, the determination of responsibility cannot be overturned. Only severity of sanctions may be subject to alteration.

13. The appeal subcommittee of the GRB will then make the final determination of outcomes based on all information.

14. The victim and respondent parties will be notified of the final outcomes and sanctions.

In the conduct process, the Associate Dean of Students and/or the Title IX Coordinator is responsible for the following:

a. Meeting with both parties.

b. Establishing an appropriate timeline and investigatory partner(s) for processing the grievance.

c. Meeting with resource representatives.

d. Organizing, implementing, and/or partnering in an appropriate investigation.

Please note: Those who conduct the investigation should be without a conflict of interest and anyone with a conflict of
interest will be removed from the investigation.

e. Interviewing persons believed to have relevant information.
f. Reviewing findings with the Vice Provost / Dean of Students, Title IX Coordinator and resource representatives.
g. Rendering and/or reviewing a written decision and resolution recommendation with investigatory partner(s).
h. Closing and retaining the confidential investigation file.

Sanctions
The College considers violations of this policy to be extremely serious violations and may be subject to SUSPENSION and/or EXPULSION from the College.

The appropriate action will depend on the following factors: (a) the severity, frequency and pervasiveness of the conduct; (b) prior complaints made by the complainant; (c) prior complaints made against the respondent.

The scope for disciplinary sanctions includes, but is not limited to, those described below. Additional or modified sanctions may be imposed at the discretion of the Associate Dean of Students, Title IX Coordinator and/or Grievance Review Board. The application of sanctions will reflect the seriousness of the incident and the student’s history of previous violations:

1. **Letter of Reprimand or Warning:** Written documentation of inappropriate behaviors or attitudes with a temporary record kept in the student’s file.
2. **Loss of Privilege:** Loss of a privilege of participating in a College activity, in registration of vehicle, in visitation, or other matter. Graduating senior students who violate college policies prior to graduation may lose the privilege of participating in senior activities and commencement ceremonies.
3. **Developmental/Educational Assignments:** May include, but are not limited to: attendance at educational programs, personal essay, and written reflection on issues relevant to one’s discipline case or involvement in a mentoring relationship.
4. **Fines:** A monetary fee imposed to deter and prevent activity detrimental to the community.
5. **Restitution:** A monetary fee imposed to compensate for loss, damage, or injury. This may take the form of appropriate service, monetary, or material replacement.
6. **Disciplinary Probation:** A strong written reprimand. Notification is made to appropriate College officials: College-
based financial aid may be reviewed, and students in leadership positions (e.g., residence staff, SGA leaders, captains of intercollegiate athletics teams, ministry team leaders) will be required to step down from their positions of leadership. Students in certain majors or programs will be subject to additional review by faculty within their academic discipline (e.g. Social Work, Teacher Education Program, Nursing, etc.). Students who have applied to study abroad programs and/or cross-cultural courses will be subject to further review by appropriate College personnel. Additionally, residential students who are on disciplinary probation within 6 months prior to the off-campus housing application deadline are not eligible to apply to live off campus.

7. **Withholding degree**: The College may withhold awarding a degree otherwise earned until completion of the process set forth in the student disciplinary procedures, including the completion of sanctions imposed.

8. **Suspension**: Involuntary separation of the student from the College for a specified period of time. For suspensions of less than one semester, the suspended student is normally required to spend the period of suspension at home. A permanent record is kept in College disciplinary files. Academic advisors, residence directors, classroom instructors, and parents are normally notified. For short-term suspensions which permit the student to complete the semester, no refunds are issued for days missed. As determined by the Community Standards Committee, exams or assignments which are due in this period of time will be considered “0’s” and no credit will be given. Although absence from class and chapel is not excused, individual professors may take the initiative to permit students to make up work missed. For suspensions where the student is not permitted to complete the semester, any refunds are issued in accordance with the withdrawal policy. For more information please refer to the following web address: 

   http://www.messiah.edu/offices/business/student_accounts/index.html#refund.

9. **Expulsion**: Permanent separation of the student from the College. A permanent record will be kept in College disciplinary and academic files.

**Grievance Appeal Process**

The Grievance Process includes an option to appeal the determination. One or more of the following appeal criteria must be cited in order for the appeal to be considered:
1. A procedural error or irregularity materially affected the decision of the Associate Dean of Students
2. Previously unavailable evidence is produced
3. The outcomes issued are too severe or too lenient in relation to the violation

If either the victim or the respondent has the ability to produce new evidence, believes a procedural error has occurred or believes the outcomes to be too severe or too lenient, he/she may prepare a written summary of appeal and request a Grievance Review Board examination and hearing in response to the investigation determination. This request must be made through the Associate Dean of Students within 5 business days of the date of the written decision.

The Associate Dean of Students will confirm receipt of the written statement of appeal within 5 business days. The victim or respondent will be notified at that time that an appeal has been received, and they will be notified of the written statement. The opposing party will then have an opportunity to offer a written statement in response to the appeal statement.

The Associate Dean and/or the Title IX Coordinator will convene the appeal subcommittee of the Grievance Review Board and schedule an examination of the matter (which may include a review of the written summary of the complaint and response, interviews with the people involved, and further investigation if necessary), and hearing. The date, time, and location of the hearing will be communicated to both parties.

The victim and respondent may be assisted during disciplinary hearings and related meetings, by a support person of their choice. The victim and respondent may present witnesses and may produce other evidence for consideration by the appeal subcommittee of the Grievance Review Board. The victim and complainant are responsible for presenting evidence on their own behalf. Support persons may speak privately to their advisee during the proceeding. Either party may request a brief recess to consult with their support person which will be granted at the discretion of the Assistant Dean of Students, Title IX Coordinator or designee. Support persons for the victim and complainant may not present evidence or question witnesses.

Evidence to be presented by victim(s) and respondent(s) during any hearing on the charges must be shared with the opposing party at least two (2) business days in advance of the scheduled hearing. The College Official
presiding at and/or hearing the case may exclude evidence that has not been shared or adjourn the hearing to afford all parties the opportunity to review evidence to be presented during the hearing. The College Official presiding at and/or hearing the case will make the final decision relating to the admissibility of all evidence.

**Absent a procedural error or new evidence, the determination of responsibility cannot be overturned. Only severity of sanctions may be subject to alterations.**

The appeal subcommittee of the Grievance Review Board will inform the individuals involved of its decision concerning the appeal and any recommendations within 7 business days of the conclusion of the deliberative process. The decision of the Grievance Review Board will be final. Copies of the decision will be shared with both parties, all investigators and the Vice Provost/Dean of Students.

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**MESSIAH COLLEGE ANTI-HAZING STATEMENT**

Messiah College and Pennsylvania Law prohibit hazing in any form. Hazing is defined by the Pennsylvania Hazing Law as “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.”
Hazing is considered a misdemeanor of the third degree if the conduct results in, or creates a reasonable likelihood of, bodily injury. When the hazing results in serious bodily injury or death and (1) the actor acts with reckless indifference to the health or safety of the victim or (2) the actor causes, coerces or forces the victim to consume alcohol or drugs, this will be considered aggravated hazing and will be a felony offense. Protection from criminal prosecution will be provided to an individual who makes an immediate report of hazing in order to obtain medical attention for the victim.

All initiation activities are subject to the approval of the Director of Student Involvement and Leadership Programs (student organizations), the Executive Director of Athletics (intercollegiate teams) or the Director of Residence Life (residence life groups). This regulation governs on and off-campus initiation activities including privately owned facilities and/or property. Student organizations, athletic teams and residence life groups are responsible for any activity in violation of this policy by any individual or group affiliated with the organization, unless it is proven that the group or individual activity was independent of, and occurred without the knowledge or consent of, the recognized organization, team, or residence life group. Such responsibility will apply equally to situations in which one or more members knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it. Consent of those hazed will not be accepted as a defense for hazing activities.

The Associate Dean of Students in accordance with Messiah College student disciplinary procedures will conduct investigations and if warranted, administrative hearings of alleged violations of this policy. Violations of this policy may result in sanctions for the students involved as well as the entire student organization, athletic team, or residence life group. The severity of the sanctions for a hazing offense will be determined in proportion to the hazing activity. In addition to Messiah College’s Anti-Hazing Policy, student organizations, athletic teams, residence life groups and/or individuals may be held responsible for criminal misconduct in violation of the Pennsylvania Hazing Law, a third-degree misdemeanor punishable by up to a year’s imprisonment. Click here for more information about Pennsylvania’s Hazing Law.
BIBLICAL AND THEOLOGICAL VIEW OF ALCOHOL

From a biblical and theological standpoint the use of alcohol is a complex issue for which there is not a simple or straightforward ethical response. The biblical and theological stance on alcohol can best be summarized this way: Alcohol comes from a natural process in God’s good creation, but because of its potential misuse and damage to humans and society, decisions about alcohol should be made in relationship to the needs, perspectives, and particular issues of a given community, and any consumption should be characterized by self-control.

In the Bible wine is not viewed as inherently evil, but rather is seen as having both positive and negative uses. Because it comes from the natural creation process it can be viewed as a good gift of God. Thus, Isaac in a blessing to his son prays that God will give him "the dew of heaven, and the fatness of the earth, and plenty of grain and wine" (Gen. 27:28). Jesus’ first miracle, at a wedding feast, is to turn water into wine to meet the needs of the guests and, as the son of God, to show his blessings upon the common, good things of life (Jn. 2:1-11). Moreover, both the Proverbs (Prov. 31:6) and the apostle Paul commended wine for medicinal purposes (I Tim. 5:23).

However, the Bible clearly recognizes that because alcohol can cause loss of personal inhibitions and even loss of consciousness, there must be significant limits upon its use. Drunkenness is clearly forbidden in the scriptures, for it leads to uncontrolled behavior which is contrary to the control of God’s Spirit (Eph. 5:23), godliness, and moral virtue (Gal. 5:21). One Proverb, recognizing its enticing lure and its potentially devastating blow to human life, states: "Do not look at wine when it is red, when it sparkles in the cup and goes down smoothly. At the last it bites like a serpent, and stings like an adder. Your eyes will see strange things, and your mind utter perverse things" (Prov. 23:31-33).

Because of the potential damage to individuals, communities, and whole societies, any use of alcohol must always be characterized by self-control, one of the fruits of the Holy Spirit (Gal. 5:23). Christians are to "make every effort to support [their] faith with goodness, and goodness with knowledge, and knowledge with self control" (2 Pet. 1:5-6). A criterion for leaders in the church is "not indulging in much wine" (I Tim. 3:8). The decision of whether and when a Christian should use alcohol must always be discerned in relationship to the communities of which they are a part, and for which they bear responsibility. In discussions about controversial matters in which there is not a clear right and wrong, the apostle Paul notes that "all things
are lawful, but not all things are beneficial. All things are lawful, but not all things build up" (I Cor. 10:23). We therefore have a responsibility on matters like alcohol to think not just about our own interests, but the interests of other people and the community of which we are a part. Though wine and meat offered to idols are not in themselves evil, Romans 14:20-22 encourages us to refrain if it causes harm to a brother or sister in Christ. Thus, the biblical story invites us to view matters like alcohol consumption with discernment, self-control and in relation to the needs, perspectives and issues of the community, while understanding that alcohol is also a good gift of God when used appropriately.

**POLICY**

Messiah College is an alcohol, illegal drugs, and tobacco free campus. The College complies with the Drug Free Schools and Campuses Act and its implementing regulations (34 CFR Part 86). Students cannot for any reason illegally manufacture, distribute, dispense, possess, or use any controlled substance. Possession means having the substances or being in the presence of these substances. This includes, but is not limited to, residences, vehicles, or in another location on or off campus.

Any student who is convicted of violating a criminal drug statute is required to notify the College, including the Financial Aid Office, within five days of the conviction (including pleas of guilty or nolo contendere). For students who have a drug- or alcohol-related problem that may be alleviated through counseling, the College will deal with those students through the counseling process, rather than through disciplinary processes, if the student comes for help voluntarily.

It is expected that while students are enrolled in course work, including breaks during the academic year (e.g., Thanksgiving, Fall and Spring Breaks), they will not use alcohol or illegal drugs or tobacco both on and off campus.

**EXCEPTIONS:**

Students who are legally of-age may responsibly consume alcohol:
1. When they are with their parents or guardians.
2. When the occasion is consistent with celebrations, rituals, or religious traditions (i.e., toasting at weddings, taking communion) associated with family or a host family or under the direct guidance and observation of a Messiah College educator as part of an approved cross-cultural course or service/outreach educational experience.
3. When students are living away from campus during summer and Christmas breaks and the academic year is not in session.
If you have questions concerning the alcohol policy and/or its application to certain situations, you are encouraged to contact the Associate Dean of Students Office.

Violation of this policy may result in sanctions ranging from a letter of reprimand to expulsion. As noted in the Student Handbook, a record of disciplinary sanctions is kept on file in Student Affairs while the student is at Messiah. College officials, as well as parents, will be involved or notified when appropriate. The Department of Safety may conduct a Breathalyzer test to determine alcohol consumption. Any individual’s refusal to cooperate and submit to this test will be considered a violation of this policy.

The College will also involve local law enforcement officials when appropriate. Illegal possession, use, or distribution of illicit drugs, or illegal use or possession of alcohol is punishable under applicable local, state, and federal law. Punishments include stringent fines, loss of driver’s license, loss of possessions obtained through the profits of or used in the sale or distribution of illegal drugs, and/or imprisonment.

MEDICAL AMNESTY
Students, regardless of age, will be granted immunity from college disciplinary proceedings for the possession or consumption of alcohol if the Department of Safety, Residence Life staff, or other College official, becomes aware of the possession or consumption solely because the individual was seeking medical assistance for someone else. The person seeking assistance must reasonably believe he or she is the first to call for assistance, must use his/her own name with authorities, and must stay with the individual needing medical assistance until help arrives. Students will be immune from student disciplinary proceedings for consumption or possession of alcohol if she/he can establish the following:

1. The only way College officials became aware of the person’s violation is because the person placed a 911 call, or a call to Dispatch/Department of Safety, police or emergency services, in good faith based on a reasonable belief that another person was in need of immediate medical attention to prevent death or serious injury.
2. The student reasonably believed she/he was the first person to make a 911 call, or a call to Dispatch/Department of Safety, police or emergency services, and report that a person needed immediate medical attention to prevent death or serious injury.
3. The student provided his/her own name to the 911 operator or equivalent campus safety, police or emergency officer.
4. The student remained with the person needing medical assistance until emergency health care providers arrived and the need for his/her presence had ended.
The health risks associated with the use of illegal drugs and the abuse of alcohol are significant. Alcohol and other drugs affect brain functioning, result in direct injury to body tissue, are the cause of several thousand traffic fatalities each year, lead to addiction in some individuals, and can alter moods in a potentially harmful way. The College desires and is prepared to help students and employees who have a drug- or alcohol-related problem. Students who ask for help will be treated through the Counseling Center rather than through the disciplinary process, in most circumstances. Similarly, employees seeking assistance will be provided with access to substance abuse programs, community resources for assessment and treatment, and counseling. Confidential assistance is available through Counseling Services. The College will also refer students to off-campus treatment centers if requested or if the issues being addressed warrant such referral. For additional information on resources available, students should contact the Engle Center.

MEDICAL MARIJUANA
In April of 2016, Pennsylvania became the latest state to legalize the use of medical marijuana. However, because the Federal government has not legalized marijuana, it remains a banned substance under federal law. Messiah College receives federal funding through such things as student financial aid. To avoid losing federal funding, Messiah College must prohibit all marijuana use, including medical marijuana. Therefore, if you are prescribed medical marijuana, it is important that you promptly disclose that information so that we can discuss how to proceed. Students with a medical marijuana prescription must first meet with the Office of Disability Services and provide documentation of medical conditions as well as prescription information to discuss possible accommodations. A list of guidelines will be provided to the student as a part of this discussion. Please be assured that your medical information is protected by FERPA and kept as confidential. Further, marijuana use while on campus, either with or without a prescription, is prohibited under any circumstances. Students found in possession, and/or using, and or distributing marijuana while on campus, even with a medical marijuana prescription card, will be subject to student disciplinary action and may have additional legal consequences.

TOBACCO
The use of tobacco and tobacco-like products, including but not limited to, cigarettes, cigars, chewing tobacco, hookahs and e-cigarettes are prohibited at Messiah College during the tenure of a student’s active enrollment.
GAMBLING

The College prohibits gambling because we seek to be wise stewards of the resources provided to us by God. Gambling includes, but is not limited to, on-line games, betting on sporting events, horseracing, etc. Questions about this community standard may be directed to the Associate Dean of Students.

NUDITY POLICY

Messiah College adheres to the Pennsylvania Crimes Code prohibiting public indecency, indecent exposure, and open lewdness (Title 18: Chapter 31, Section 3127 and Chapter 59, Section 5901). Therefore, it is Messiah College policy that nudity outside of the student’s bedroom, restroom, or locker room, is considered public nudity and will not be tolerated. Any student engaging in public nudity will be subject to disciplinary action.

OFF-LIMIT AREAS

The College cares about the safety and welfare of students, and has designated some areas of campus and some activities as off-limits. Off-limit areas at all times include, but are not limited to, railroad tracks (other than specifically marked crossing areas), roof tops, construction sites, the water tower, elevator shafts, and dumpsters. Camping is also prohibited, which includes the use of tents and sleeping in vehicles. Between midnight and sunrise, loitering in the Starry Athletic Complex, Grantham Cemetery, Pit parking area, and the forty acres behind Witmer and Mellinger is prohibited. Sitting in vehicles anywhere on College-owned properties is also prohibited during those hours.

PROPERTY DAMAGE

Damage to College property that is a result of vandalism, tampering, or other intentional destruction, will result in an assessment for labor and materials costs for replacement and/or repair of the property, and referral to the Associate Dean of Students Office.

RESPECT FOR THE RIGHTS OF OTHERS

Our right to free expression is limited not only by general community concerns, but also by individual needs and biblical standards. Sensitivity to the rights, needs, and concerns of others should be evident across campus including but not limited to the library, classrooms, residences, athletics
areas, lounges, dining room, and campus grounds, as well as in campus publications and online social media. Out of respect for the rights of others, the following are prohibited: harassment, including physical or verbal attack upon or interference with a person that prevents that person from conducting his or her customary affairs, puts that person in fear for his or her safety, or causes actual physical injury, or conduct less than a physical attack which does the same; a willful interruption or disturbance of the day-to-day conduct of the business of the College; failure to comply with directives of College officials carrying out their assigned duties; possession of hazardous materials; false reports of fire or other dangerous conditions; creation of a fire hazard or other dangerous condition; or other activities which interfere with campus safety, civility, or environmental health.

**UNAUTHORIZED USE OF COLLEGE PROPERTY AND/OR SERVICES**

The College provides a number of services for students that are meant to help them while attending Messiah, including but not limited to cable television, computer access, telephone services, and utilities. Any unauthorized use of these services or tampering with College property may result in fines imposed, disciplinary action taken, and/or the involvement of the local police. Examples of situations that fall in this category include, but are not limited to, changing or using someone else’s computer password; unauthorized alteration of or connection to the cable, computer, or electrical hookups or systems on campus; or attempting to adjust hot water heaters or laundry equipment.
The purpose of discipline at Messiah College is to nurture personal growth and to maintain a College-wide atmosphere conducive to learning and academic excellence. Accountability to community standards is an educational endeavor intended to foster students’ personal growth. As responsible citizens of our community, students are expected to uphold College guidelines and standards. Our standards are in place to support the mission of the College; when standards are violated, appropriate intervention takes place to maintain focus on educational objectives. We aspire to a redemptive, relational model in our discipline procedures while recognizing that the particular context of each matter should also be reflected in our intervention. We follow a redemptive model found in Matthew 18:12–17, a process that begins with confrontation in a personal relationship. As indicated in our Community Covenant, we have an obligation to confront misbehavior and to enlarge the circle of confrontation when behavior does not change appropriately. In some cases, the process may involve a disciplinary hearing. Disciplinary procedures are designed to educate students, to promote restoration and community responsibility, and to treat students justly. Disciplinary procedures which follow do not include academic violations. Academic violations are typically handled by respective academic departments.

**College Disciplinary Jurisdiction:** The College may exercise disciplinary jurisdiction over student conduct which occurs on or off College premises and which adversely affects the College community and/or the pursuit of College objectives. The conduct may involve a violation of local, state, or federal law or violation of College rules and standards. A victim (complainant) may file complaints through local law enforcement and/or College process.

**Violation of Law and College Discipline:** College disciplinary proceedings may be instituted against a student charged with a violation of law which is also a violation of College standards without regard to pending civil litigation or criminal arrest and prosecution. College disciplinary proceedings may be carried out prior to, simultaneously with, or following any off-campus civil or criminal proceedings.

**Allegations of Harassment, Sexual Misconduct, Sexual Assault, Stalking, Interpersonal Violence:** Allegations related to these Code of Conduct standards are addressed via Grievance Procedures found in the Sexual Behavior & Harassment Policies and Procedures section of this Student Handbook.
INVESTIGATION
Upon receiving information that any student has allegedly violated the Code of Conduct, the Associate Dean of Students or designee (e.g., Residence Director) will investigate the alleged violation. The Associate Dean of Students or designee will dismiss the allegation as unfounded or summon...
the student for a meeting. Prior information may be gathered by the
Department of Safety and shared with the Associate Dean of Students and
designee.

**SUMMONS**

Any student may be summoned (via email, letter, etc.) for purposes of the
investigation and/or to discuss the allegations. This written request will
specify a place for the meeting and a time with a reasonable expectation of
timeliness for the meeting to occur. If a student fails to appear without good
cause, as determined by the Associate Dean of Students or designee, the
student’s enrollment status may be altered or cancelled until the student
complies with the summons, or the College may proceed with a disciplinary
hearing. Failure to read mail or e-mail is not considered good cause for the
failure to respond to a summons. (See Messiah College Policy on
Communications) At this meeting the student is also provided with the
Student Conduct Procedures as outlined here.

**DISPOSITION**

The student must choose one of two decision-making approaches: (1) an
administrative decision made by the Associate Dean of Students (or
designee; for example, the student’s Residence Director); or (2) a formal
hearing.

**PROCEDURES FOR ADMINISTRATIVE DECISIONS**

When the student elects not to dispute the facts upon which the allegations
are based, accepts responsibility for the violation and agrees to the inactive*
sanctions assessed (see Sanctions), the student may execute a verbal waiver
of the hearing procedures. The student who chooses this option will still
retain the right to appeal the active** sanctions only (see Appeal Process).
Through this process, the administrator will work with the student in
developing individual meaningful outcomes. This administrative
disposition will be final and there will be no subsequent proceedings
regarding the violation. Failure to comply with the assigned sanctions may
result in a formal hearing for noncompliance.

**PROCEDURES FOR FORMAL HEARING**

In any case where the accused student disputes the facts upon which the
charges are based and elects the formal hearing as the decision-making
approach or refuses to execute a verbal waiver of a hearing, such charges
will be heard and determined by a fair and impartial Hearing Officer or
Hearing Body as listed below. Deciding which hearing body or hearing
officer will hear a specific case will be made by the Associate Dean of
Students in consultation with appropriate college personnel. The nature of
the alleged violation, in addition to a student’s disciplinary history, will also be taken into account when making this decision.

**Hearing Officer** may refer to the Vice Provost/Dean of Students, Associate Dean of Students, Director of Residence Life, Residence Director, or other designee of the Vice Provost/Dean of Students.

**Student Government Association Student Review Board** is an elected group of seven students which provides peer accountability with student disciplinary matters. The Student Review Board may also be used to consider Housing and Parking appeals by the Office of Residence Life/Housing and Department of Safety, respectively. The Student Review Board is advised by the Associate Dean of Students.

**College Review Board**, a faculty-student group, deals with more serious cases and addresses appeals of other hearing bodies.

**Notice**: A student who elects to pursue a disciplinary hearing who is accused of a disciplinary violation shall receive a written notice specifying the alleged violation(s) as well as the date, time, and place of the hearing. This notice will be given at least two (2) business days in advance of the hearing. If a student who has received appropriate notice fails to appear before a hearing officer or hearing board, evidence in support of the violation may be presented and considered even if the student is not present.

**Respondent and Complainant Rights**: The respondent may examine relevant incident reports as well as other pertinent evidence. Students who have been the victim of a violation of the College Code of Conduct have the right to submit their complaint to a College official. The complainant has the right to be kept informed of the status of the proceedings, to have the presence of a non-attorney support person during a hearing, and to submit a statement of personal impact to the hearing officer/body.

**Hearing Procedures:**
1. The hearing shall be conducted in private. The hearing officer or Chair of the Hearing Board will admit relevant witnesses. Confidentiality will be maintained subject to legal requirements to disclose final hearing outcomes.
2. There shall be a single verbatim record of all proceedings before a hearing board. Deliberations shall not be recorded. The record shall be the property of the College.
3. In hearings involving more than one respondent, the hearing officer or chair of the hearing body may permit the hearings to be conducted either separately or jointly.
4. The evidence against the respondent shall be presented by a person
designated by the Associate Dean of Students.

5. The respondent shall have the right to appear in person at the hearing, to be fully informed of and to challenge the charge(s) and evidence, to address witness statements, to present relevant witnesses and evidence on his or her behalf, and to remain silent.

6. The respondent shall have the right to be assisted by an advisor of his or her choice. The advisor may attend the hearing but may not speak or otherwise participate. Because these are College disciplinary procedures and not legal proceedings, attorneys may not serve as advisors.

7. The hearing officer or members of the hearing body may question the complainant, witnesses, and/or the accused.

8. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in civil or criminal court, are not used in College disciplinary hearings.

9. All procedural issues (e.g., testimony or evidence to be admitted or excluded, questioning of witnesses, conduct of the hearing, etc.) shall be subject to the final decision of the hearing officer or Chair of the hearing body.

10. The hearing may be adjourned by the hearing officer or Chair of the hearing body at any time. The hearing may be rescheduled for consideration of further evidence or to allow more adequate time for deliberation.

11. Lying by the respondent or evidence produced at a hearing that the respondent may have violated another College rule or standard may be treated as a separate disciplinary violation.

12. After hearing all evidence and witnesses, the hearing officer or body shall determine whether the respondent is responsible for each disciplinary violation with which he or she is charged. The determination shall be made on the basis of the preponderance of the credible evidence (defined as whether it is more likely than not that the respondent is responsible for the violation).

**Decision:** Within seven working days of the conclusion of the hearing, the respondent will be provided with the written decision of the hearing officer or body. The decision will include a statement of outcomes including findings of fact and any sanctions imposed, as well as the applicable appeal procedure. In compliance with federal law, the complainant will be provided with a limited notice of outcome (containing the name of the student found responsible, the violation committed, and the sanction imposed) only in the case of a crime of violence or non-forcible sex offense.

**SANCTIONS**

The same sanctions apply to both Administrative Decisions and Formal Hearings. Messiah College student conduct philosophy is grounded in the
principles of education, personal growth and faith formation – all of which are central to the mission of the College. Discerning and applying appropriate sanctions helps to hold students accountable to our community standards while promoting their individual growth and learning. With the desire to be transparent about what sanctions students typically receive for Code of Conduct violations, the list below represents a general framework. Following this list of typical sanctions, broader categories of sanctions are defined. The following variables will be considered to determine the range of sanctions and whether or not additional sanctions may be applied: a student’s truthfulness throughout the student conduct process, a student’s prior disciplinary history, and the impact of the violation on the community. While students are expected to encourage each other in their adherence to the Code of Conduct, a student who is present but not participating in the misconduct will normally not be held to the same level of sanctions as the participant. The sanction list is not exhaustive but it serves as a general guide in the student conduct process. Sanctions will be applied in both administrative and formal hearing processes.

**Inactive Sanctions:** Inactive Sanctions are sanctions which are automatically applied to specific violations as described below for Level I, II, and III violations.

**Active Sanctions:** In keeping with our goal of making the student conduct process a redemptive and learning experience, in addition to their designated inactive sanctions, students are often required to complete an assignment that is designed to offer opportunities to develop new knowledge or skills, reflect on their experiences, and contribute to the community in some way. Some examples of these opportunities are written reflection papers, community service, mentoring, educational programs, engagement in alcohol/drug assessment and a requirement to follow up on recommendations, and counseling. Students choosing the Administrative Decision process will collaborate with the administrator as part of the process to determine relevant active sanctions.

**Level I Violations**
- Quiet Hours
- Visitation - Less than 30 minutes with no behavioral issues
- Tobacco use
- Personalizing Rooms
- Fire Safety (Candles)
- Operational Rules
- Sports in halls
- Pet policy
- Missed mandatory meetings
- Computing
- Skateboard / Rollerblading in off limit areas
- Attire
- Being in the presence of alcohol but not consuming, distributing, etc.

These Level I Violations generally result in losing some privileges (e.g. visitation) and/or educational assignments. Students may also be assigned an active sanction as appropriate, and/or may receive a warning (for minor violations).

**Level II Violations**
- Multiple Level I violations
- Visitation – Anything longer than a 30 minute period and/or problematic behavior and/or prior violation
- Respect for the Rights of Others
- Use, manufacturing and/or distribution of alcohol
- Sexual misconduct
- Abuse of student conduct process
- Disruption of college activities
- Racial harassment
- Sexual harassment
- General harassment / Bullying / Cyberbullying
- Hazing
- Failure to comply with directives of college officials
- Theft
- Property Damage / Vandalism
- Knowledge of unreported illegal drugs in living space

These Level II violations generally result in losing some privileges and being assigned active sanctions. In addition, a student is typically placed on Disciplinary Probation (depending on the severity of the violation and/or previous student conduct violations).

**Level III Violations**
- Multiple Level II violations
- Assault (physical or sexual)
- Providing, use or sale of a controlled substance
- Acts of violence that put the safety of self and/or others at risk

Level III violations generally result in immediate suspension from the college for one or two semesters. These can also result in expulsion from the college.
BROAD CATEGORIES OF SANCTIONS

10. **Letter of Reprimand or Warning:** Written documentation of inappropriate behaviors or attitudes with a temporary record kept in the student’s file. Should you be found responsible for future violations of College policy, you will face increased sanctions.

11. **Loss of Privilege:** Loss of a privilege of participating in a College activity, in registration of vehicle, in visitation, or other matter. Graduating senior students who violate college policies prior to graduation may lose the privilege of participating in senior activities and commencement ceremonies.

12. **Developmental/Educational Assignments:** May include, but are not limited to: attendance at educational programs, personal essay, written reflection on issues relevant to one’s discipline case or involvement in a mentoring relationship.

13. **Fines:** A monetary fee imposed to deter and prevent activity detrimental to the community.

14. **Restitution:** A monetary fee imposed to compensate for loss, damage, or injury. This may take the form of appropriate service, monetary, or material replacement.

15. **Disciplinary Probation:** A season of strong accountability indicating that the student is not in good standing with the College. Students on Disciplinary Probation will face increased sanctions and face the possibility of having their enrollment suspended should they be found responsible for any future Code of Conduct violations. Students seeking certain employment or enrollment in graduate school, law school, medical school, etc. may have to speak to their probationary status when going through the application process. Notification is made to appropriate College officials: College-based financial aid may be reviewed, and students in leadership positions (e.g., residence staff, SGA leaders, captains of intercollegiate athletics teams, ministry team leaders, leaders of clubs or organizations, etc.) will be required to step down from their positions of leadership. Students in certain majors or programs will be subject to additional review by faculty within their academic discipline (e.g. Social Work, Teacher Education Program, Nursing, etc.). Students who have applied to study abroad programs and/or cross-cultural courses will be subject to further review by appropriate College personnel. Additionally, residential students who are on
disciplinary probation within 6 months prior to the off-campus housing application deadline are not eligible to apply to live off campus.

16. **Withholding degree:** The College may withhold awarding a degree otherwise earned until completion of the process set forth in the student disciplinary procedures, including the completion of sanctions imposed.

17. **Suspension:** Involuntary separation of the student from the College for a specified period of time. For suspensions of less than one semester, the suspended student is normally required to spend the period of suspension at home. A permanent record is kept in College disciplinary files. Academic advisors, residence directors, classroom instructors, and parents are normally notified. For short-term suspensions which permit the student to complete the semester, no refunds are issued for days missed. As determined by the Community Standards Committee, exams or assignments which are due in this period of time will be considered “o’s” and no credit will be given. Although absence from class and chapel is not excused, individual professors may take the initiative to permit students to make up work missed. For suspensions where the student is not permitted to complete the semester, any refunds are issued in accordance with the withdrawal policy. For more information please refer to the following web address: [http://www.messiah.edu/info/21513/refunds](http://www.messiah.edu/info/21513/refunds)

18. **Expulsion:** Permanent separation of the student from the College. A permanent record will be kept in College disciplinary and academic files.

**DISCIPLINARY WITHDRAWAL**

Students may seek permission for disciplinary withdrawal from the College after involvement in a serious violation of College rules and standards before official disciplinary action is taken. A permanent record may be kept in College disciplinary files. Academic advisors, residence directors, and parents are normally notified of the reason for withdrawal. Refunds are issued on a prorated basis and the administrative withdrawal fee is not charged. Conditions for readmission may include a personal interview, counseling, evidence of satisfactory academic work, and citizenship at another educational institution, evidence of satisfactory employment, or other conditions.
INTERIM SUSPENSION
In certain circumstances, the Vice Provost/Dean of Students or designee may impose an interim suspension prior to a hearing before a disciplinary officer or body. Interim suspension may be imposed: a) to ensure the safety and well-being of members of the College community or preservation of College property; b) to ensure the student’s own physical or emotional safety or well-being; or c) if the student poses a definite threat of disruption of or interference with the normal operations of the College.
Please Note: Students who have been suspended, withdrawn, or expelled for disciplinary reasons are not permitted on campus without prior approval of the Vice Provost/Dean of Students.

STUDENT RECORDS
Student records involving Title IX violations, suspension or expulsion from the College will be part of a student’s permanent academic record and will be retained in the Office of the Associate Dean of Students. Records of any other violations or sanctions will be expunged from a student’s confidential record three years after graduation.

APPEAL PROCESS FOR ADMINISTRATIVE DECISIONS
1. Students who choose the administrative disposition have the right to appeal active sanctions. (Inactive sanctions are tied to the determination of responsibility.)
2. A student wishing to appeal must submit a written appeal to the appropriate officer or body for appeals as identified in their decision letter within five business days of the date of the decision. The criteria for granting appeals are as follows:
   a. A procedural error or irregularity materially affected the decision of the hearing officer or body; or
   b. The sanction imposed is too severe in relation to the disciplinary violation.
3. In all cases, the decision of the officer or body hearing the appeal will be final.

APPEAL PROCESS FOR FORMAL HEARINGS
1. Students who choose the formal disciplinary hearing may appeal both their determination of responsibility and active sanctions issued. Inactive sanctions are tied to the determination of responsibility and would only be removed if the determination of responsibility was overturned as a result of the appeal.
2. A student wishing to appeal must submit a written appeal to the appropriate officer or body for appeals as identified in their decision letter within five business days of the date of the decision. The criteria for granting appeals are as follows:
a. A procedural error or irregularity materially affected the decision of the hearing officer or body;
b. Previously unavailable evidence is produced which will materially affect the decision of the hearing officer or body;
c. The decision is unsupported by a preponderance of the credible evidence; or
d. The sanction imposed is too severe in relation to the disciplinary violation.

3. The typical officer or body for appeals is as follows:
   a. Student Review Board will hear appeals of cases originally decided by Residence Life staff, as well as appeals of fines imposed by residence hall staff and the Department of Safety.
   b. College Review Board will hear appeals of cases originally heard by the Dean of Students or Student Review Board.
   c. The Provost will hear appeals of all cases originally heard by College Review Board.

4. In all cases, the decision of the officer or body hearing the appeal will be final.

5. The officer or body hearing the appeal has the option to decide the case solely upon written material provided by the student, or may review the record of the disciplinary hearing, examine evidence, and interview witnesses.

6. The officer or body hearing the appeal may uphold or reduce the original sanctions imposed but may not increase the sanctions. Upon production of previously unavailable evidence which may materially affect the decision of the hearing officer or body, the officer or body hearing the appeal may remand the case for a full or partial rehearing. A written decision will be rendered within seven working days of the conclusion of the review process.

7. Students placed on disciplinary probation may appeal their prohibition from serving in leadership positions after four months of being on probation. After four academic months, a student on disciplinary probation may submit an appeal to the Vice Provost/Dean of Students in writing. The Vice Provost/Dean of Students or designee will review the appeal with the student's academic advisor and Chair of the College Review Board. This triumvirate may choose to interview the student or act on the written appeal alone prior to rendering a decision. A written decision will be rendered within seven working days of the conclusion of this review process.
AUTHORITY OF VICE PROVOST/ DEAN OF STUDENTS
In extraordinary circumstances, the Vice Provost/Dean of Students may initiate immediate disciplinary action without referring a student to a disciplinary hearing. Examples of such situations include potentially inflammatory or dangerous circumstances, violations occurring during breaks or vacations, situations involving off-campus parties, and situations where student or victim privacy rights are of particular concern. The Vice Provost/Dean of Students will take such action in consultation with appropriate College officials.
ADVERTISING

Advertising is limited to certain areas of the campus. Posters may be hung on bulletin boards per the Poster Policy and Protocol found in this section. For questions about the bulletin boards, contact the Conference and Event Services office at ext. 6009 or the Student Involvement and Leadership Programs Office at ext. 5240. For locations in the residence halls, contact the Residence Director, and for departmental bulletin boards in the academic buildings, contact the appropriate dean’s assistant. Posters to be displayed on a bulletin board are to be no larger than 14” x 22”. Posters cannot be taped to walls, doors, windows, or sidewalks. Poster board signs on easels may be displayed the day of the event only. Posters and flyers may be placed in the dining facilities on campus with the prior approval of Dining Services.

ATHLETIC FIELDS

Athletic fields at Starry Athletic Complex are reserved for primary use by intercollegiate teams. Practices and contests are scheduled through the Department of Athletics. Students and student groups may reserve use of a field through Conference Services. The College reserves the right to cancel reservations for field use in the case of inclement weather, poor field conditions, rescheduled athletic events, or scheduled field maintenance. Students and student groups that do not have a reservation may not use the intercollegiate athletic fields. Pets, grills, and motor vehicles are not permitted on the Starry Athletic Complex grounds.

ATTIRE

Clothing standards for classes, meals, and campus events vary with the activity. As a minimum standard, however, shoes and shirts should be worn in all campus buildings and modesty is expected. Shoes and shirts are required for entrance to dining facilities.

BICYCLES

Bicycles are a great way to move around campus, enjoy our fitness trail, exercise, and the permit is free! All campus bicycles are to be registered with the Department of Safety, stored in the student’s room, or any of the bicycle racks around campus; bikes are not to be stored inside public areas or in stairwells. Students should secure their bicycles with a lock when placing them in bicycle racks as the college is not responsible for lost or stolen bikes.
College personnel may remove bicycles left for an extended period in any other location, and turn them in to the Department of Safety. After thirty days, all unclaimed bikes may be disposed of at the discretion of the Director of Safety. To help the Department of Safety locate your bicycle, you can register and view the expectations and regulations at this link: http://www.messiah.edu/offices/safety/safety-office/bicycle-info.html.

**COMMUNICATIONS**

As a Christian institution of higher learning, how we communicate with one another is a primary focus of our College community. Messiah College facilitates an environment where its members relate to one another with integrity, professionalism, and affirmation grounded in biblical principle. To this end, the College has developed communication expectations, procedures, and general guidelines for community use.

In addition to direct means of communication (person-to-person and telephone), the College provides and expects all employees and students to use these four primary means of inter-office communication: campus mail, electronic mail, voice mail, and the College website.

Official campus communication may be sent by any and/or all of these means. All employees and students are expected, on a regular basis, to accept their mail communication (campus, electronic, and voice) within a reasonable time period from the date of receipt. Under normal circumstances a “reasonable time period” is defined as 2–3 business days. The term “accept” is defined as reading campus and electronic mail, and listening to voice mail.

Electronic communication, because of its speed and broadcasting ability, is fundamentally different from paper-based or telephone communication.

Messiah College facilitates a positive, professional communication environment within the campus community. All principles of the College’s Community Covenant—particularly with respect to practicing biblical integrity and accountability—are applicable in all means of campus communication, including e-mail. Do not send content that would compromise your integrity as the sender or the integrity of the receiver if it was viewed by others. Be careful in what you say about others. Be careful not to circulate unverified, inappropriate, or gossip-based information via e-mail.
Communications on sites such as Facebook, Twitter, MySpace, Instagram, and LiveJournal – though logins are often required, are public and open communication; they are not confidential or private in any way. Communications on such sites are not routinely monitored by the College. However, as with information available in other public arenas, information found on internet sites is admissible as evidence in student disciplinary proceedings. Examples of this information include wall postings, journal entries, blog postings, photos, comments, text messages, instant messages, and other openly accessible communication. This information may also be considered by the College in other situations where student conduct is a relevant factor.

Students should be aware that the internet is considered a public forum and most information posted on the internet can be viewed by anyone. Please be cautious of the information you make available to others. Privacy settings do not guarantee your privacy, but are helpful when set to a restricted level. Also, it is good to keep in mind that your online profile may be the only impression someone has of you. Students should know employers, law enforcement agencies and anyone else wanting personally identifiable information can and do look online. Finally, students are strongly cautioned not to post personal information about themselves in their profiles such as addresses, phone numbers and confidential information.

**APPROPRIATE USE OF INFORMATION TECHNOLOGY RESOURCES**

Messiah College provides a wide variety of computing and networking resources (collectively “Information Technology resources” or “IT resources”) in order to assist students and employees in the completion of their academic pursuits and job duties, support the college’s daily operations and long term goals, and further the educational purposes of the college.

The purpose of this document is to promote the meaningful, efficient, ethical, lawful, and productive use of IT resources. Use of IT resources is subject to the terms of this policy and other policies of the College, as well as to all applicable federal, state, and local laws.
DEFINITIONS

Information Technology (IT) Resources
Facilities, technologies, and information resources used for College information processing, transfer, storage, and communications. Included in this definition are computer labs, classroom technologies, software systems, computing and electronic communications devices and services, e-mail, networks, telephones (including cellular), voice mail, fax transmissions, video, and multimedia. This definition also includes services that are College owned, leased, operated or provided by the College; services that are connected to College resources, such as cloud and Software-as-a-Service (SaaS); or any other connected/hosted service provided now or in the future. This definition is not all inclusive but rather reflects examples of equipment, supplies and services.

User
Individuals or entities permitted to make use of College information technology resources, including students, staff, faculty, alumni, guests, sponsored affiliates, and other individuals who have an association with the College.

POLICY STATEMENT
All use of IT resources must be consistent with the values and spirit of the Messiah College Statements of Faith, Community Covenant, Code of Conduct, Foundational Values, and Educational Objectives. Use of IT resources is considered a privilege, not a right, and the College reserves the right to limit, or restrict privileges and access to it. The College also reserves the right to remove or limit access to information created, stored, transmitted, uploaded, downloaded, or acquired on any College IT resource.

The specific usage guidelines that follow are not intended to be comprehensive, but rather to establish and clarify the intent of this policy. Situations not enumerated here will inevitably arise, and they should be interpreted according to the spirit of this policy.

1. Appropriate Use
General requirements for acceptable use of the College’s IT resources are based on the following principles:
   a. Each user is expected to use IT resources consistent with the educational mission and ethical and moral standards of Messiah College;
b. Each user is expected to be authorized to use IT resources and to protect user identification, passwords, information and systems from unauthorized use;

c. Each user is expected to comply with licensing agreements and copyright law related to software and other digital material;

d. Each user is expected to adhere to all other applicable College policies

e. Each user is expected to use IT resources in a manner that complies with all applicable State and Federal laws and regulations.

2. Incidental Personal Use

a. College Employees: The College provides IT resources and services to employees of the College for business use. Employee personal use that is not part of legitimate College business is permitted when it is not excessive, does not interfere with normal business activities, and when it otherwise complies with this policy.

b. College Students: Student personal use must adhere to the provisions of this policy and to the Messiah College Student Handbook, and Code of Conduct.

3. Prohibited Use

Users are prohibited from using College owned IT resources for the following reasons. Additional limits may be imposed by a supervisor or other appropriate office. Users may not:

a. Infringe on another individual’s right to privacy or otherwise adversely affect members of the user community. Specific examples include avoiding the production or propagation of material that is abusive, profane, or sexually, racially or religiously offensive; or material that may injure or harass someone else, or lead to civil or criminal liability as determined by a court of law.

b. Infringe on copyright, including illegal copying or file sharing of video, audio, software or data (See 4. Illegal Copying of Software and Other Copyrighted Materials).

c. Violate college policies or local, state, or federal statutes.

d. Provide false or misleading information to obtain a College computing account, or hiding or disguising one’s identity to avoid responsibility for behavior in the use of information technologies.

e. Use another user’s account without authorization.
f. Attempt to gain or gain unauthorized access to College information technology resources, or to the resources of another.

g. Perform any act(s) that impede the normal operation of or interfere with the proper functioning of College information technology resources.

h. Interfere with the security mechanisms or integrity of the College’s information technology resources.

i. Use IT resources excessively in a manner that overburdens the resources to the exclusion of other users.

j. Use IT resources for personal profit, commercial reasons, non-College fundraising, political campaigns or any illegal purpose. The prohibition against using College information technology resources for personal profit does not apply to:
   i. Scholarly activities, including the writing of textbooks or preparation of other teaching material by faculty members.
   ii. Other activities that relate to the faculty member’s professional development.
   iii. Other activities as approved by the College President.

k. Make unauthorized solicitations on behalf of individuals, groups, or organizations. Intentionally or knowingly install, execute, or provide to another, a program or file, on any of the College’s information technology resources that could result in the damage to any file, system, or network. This includes, but is not limited to computer viruses, Trojan horses, worms, spyware or other malicious program(s) or file(s).

4. Illegal Copying of Software and Other Copyrighted Materials

Respect for intellectual labor and creativity is vital to academic discourse and enterprise. See the Intellectual Property Policy in the Human Resources Manual for more details. This principle applies to works of authors, artists, and publishers in all media including text, music, images, software and other domains. It encompasses respect for the right to acknowledgement and the right to determine the form, manner, and terms of publication and distribution of one’s work. Because electronic information is volatile and easily reproduced, respect for the work and personal expression of others is especially critical. Copyright infringement and unauthorized access to
digital materials may be grounds for legal action. Use of illegally copied software or other materials is contrary to the spirit of stated behavioral expectations, undermines Messiah College’s ability to negotiate favorable software agreements, and may result in legal action against the user as well as the college. Messiah College prohibits the illegal use of copyrighted materials. Under the terms of the Digital Millennium Copyright Act (DMCA), the College is committed to respond to lawful requests for information. Messiah College will not protect or defend a user against criminal investigations or lawsuits resulting from intentional copyright infringement.

5. **Expectation of Privacy**

Although Messiah College seeks to create, maintain, and protect the privacy of electronic information on its IT resources, use of the College’s technology is not personally private. Users should have no expectation of personal privacy in connection with the use of such technology. The normal operation and maintenance of the College’s IT resources require the back up and caching of data and communications, the logging of activity, the monitoring of general usage patterns, and other such activities. The College at its sole discretion, reserves and may exercise the right to monitor, access, retrieve, and delete any of this information at any time and without notice to or the consent of users.

In practice, Messiah College does not routinely or capriciously monitor the use of College technology, or the content of communications or transmissions using IT resources. The College does, however, specifically reserve the right, with or without notice, to intercept, access, monitor, inspect, copy, store, use, or disclose the contents of communications or transmissions employing IT resources. While the previous actions could occur at any time, they usually occur when the College reasonably believes these actions are appropriate in order to protect its interests. Such situations could include when a violation of applicable College policies or codes, contractual obligations, or state or federal law is suspected, or when the safety or integrity of the institution is at stake.

**Audience**

This policy applies to all users of Messiah College IT resources, whether initiated from a computer and/or network device located on or off campus, and regardless of the ownership of the device connected to the network.
Compliance
Users of the IT resources must abide by this policy. Alleged violations of this policy will be referred to the appropriate administrative offices and/or law enforcement agency.

Roles and Responsibilities
The Vice President of Information Technology (VP of IT) is responsible to carry out this policy, and to make referrals to appropriate administrative offices when necessary. Any exception to this policy must be approved by the VP of IT.

DANCE POLICY

The only student organizations permitted to host social dances are the Student Activities Board (SAB) and Multicultural Council (MCC). These organizations must work within the parameters set forth by the office of Student Involvement & Leadership Programs and must meet all criteria listed below. The Director of Student Involvement and Leadership Programs must approve all dances. Dance dates for the entire year will be set within the first month of the fall semester. No other dances will be approved after the cut-off date. Approval must occur prior to their advertisement and prior to contracts being signed. There should be no more than a total of two dances per month and there cannot be more than one dance per weekend throughout the year. Additionally, there will be blackout dates throughout the year in which no dances can be sponsored. SAB will host no more than six dances per year and MCC will host no more than five dances per year. There can be no more than 11 dances total throughout each academic year.

Dances can be held in the following locations: Larsen Student Union, Brubaker Auditorium, outside and at approved off-campus locations. Dances must comply with all College policies and guidelines. In the event that a dance is held outside, all relevant local noise ordinances (see Noise Ordinance in Student Handbook) must be followed. In the case of dances held off-campus, the dance policy and College Code of Conduct are to be followed. The Director of Student Involvement and Leadership Programs must approve all off-campus locations and will compile and maintain a list of preferred off-campus locations.
Dances will be open to Messiah students and their guests. Messiah students will be required to have identification, and guests must be accompanied by a Messiah student who will be responsible for the guest.

A list of approved DJs will be compiled and maintained by the Director of Student Involvement and Leadership Programs. DJs will be approved based on their past performance, professionalism, and their ability to provide music that supports the values of Messiah College. The Director will ensure that the dance sponsor selects a DJ from an approved list. If the sponsor wishes to contract with a DJ who has not been previously approved, the Director will work with them to evaluate the credentials of the DJ and determine if he/she should be added to the approved DJ list. The Director will maintain a list of songs that should not be played at dances and will communicate this list to the DJs. In the event that live music is requested, the Director must approve the artist(s) prior to contracts being signed. Contracts are only to be signed by the Director of Student Involvement and Leadership Programs. DJs, songs, and artist(s) may be removed from and added to the approved list at the discretion of the Director of Student Involvement and Leadership Programs. The dance sponsor will be responsible for compliance with all guidelines for dances and the facility used.

Staffing for each on-campus dance must include at least one Messiah College staff member who has received proper training to serve as the dance advisor, one Residence Director, and the presence of Department of Safety personnel. All off-campus dances must have an additional member of Residence Life present. The dance advisor must be present to respond to emergencies and support student leaders as necessary. The College Code of Conduct will be enforced by the dance advisor and student leaders of the sponsoring organization. Disruptive behavior will not be permitted at a dance. Attendees should be outfitted with appropriate attire, which includes wearing shoes, shirts and/or dresses at all times. No masks or coverings that hide the face are allowed at any time.

The sponsoring organization has the authority to remove students and guests from the dance after consultation with the dance advisor if they believe that behavioral expectations are not being met. Violations of the dance guidelines may result in the following: a disciplinary hearing for individual students or sponsoring organization, the removal of a DJ or artist(s) from the approved list, and sanctions that would limit or prohibit an organization from sponsoring future dances.

**DIRECTORY**

While Messiah College will not provide student directory information to
anyone for purposes of commercial solicitation, such information could be distributed outside the campus community. Students who prefer their information not to be included in published directories should indicate their preferences on FALCONLink.

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**DRONE POLICY**

**Policy Rationale**

Unpiloted Aircraft Systems (UAS), also known as drones, have the potential to enhance students’ curricular and cocurricular activities. However, they also represent risks to third parties, especially pedestrians and air traffic. In addition, since drones can be used for photography and videography they pose a risk to privacy.

Messiah College’s campus is home to students and is frequently visited on foot by parents, alumni and other visitors. The campus is sometimes flown over at low altitude by light aircraft and helicopters. Beyond campus, the risks posed to pedestrians and air traffic from UAS do not diminish.

**Policy**

Drones are not permitted for use by students at Messiah College unless students are a part of an approved club/organization or academic department that has received written authorization by the following offices:

1. Office of Compliance, Donna Fink, Director
2. Office of the Vice President for Operations, Kathie Shafer, Vice President
3. Office of the Associate Dean of Students, Doug Wood

These authorizations may be collected on a Drone Application Form provided by the Office of the Associate Dean of Students which is located in Eisenhower 204. If students are a part of an approved club/organization, a copy of this approval form must be provided to, and maintained by, the Office of Student Involvement and Leadership Programs prior to the use of drones. This office is located in Larsen Student Union, 2nd floor.

If students are a part of an academic department, then copies of this form must be provided and maintained by the appropriate Department Chair. Copies will also be maintained by the Department of Safety.

The College reserves the right to rescind or limit these authorizations at any time.

The authorized and approved club / organization or academic department must adhere to the following guidelines for use of drones:

1. All Federal Aviation Administration regulations must be adhered to as published here: [https://www.faa.gov/uas/](https://www.faa.gov/uas/)
2. Drones can only be flown in areas of campus as informed by the Office of the Vice President for Operations
3. Drones are not permitted to be flown near campus residences
4. The advisor of the club/organization or faculty member must be present during times when drones are being flown
5. The club/organization or academic department must notify Dispatch Services (x6565) prior to the use of drones on campus and communicate the approved location of their usage

Failure to abide by this policy may result in revocation of authorizations and referral to student disciplinary procedures. Questions about this policy may be directed to the Office of the Associate Dean of Students assodeanstu@messiah.edu.

FAMILY EDUCATIONAL AND RIGHTS PRIVACY ACT

The Family Educational Rights and Privacy Act of 1974 (FERPA) provides students who are or have been “in attendance” at Messiah College certain rights with respect to their “education records.” A student is deemed to be in attendance at the College if he/she is enrolled and is either physically present for classes or receives instruction through distance learning. Education records may be paper or electronic and are defined generally as records, files, documents, and other materials maintained by the College which contain information directly related to the student and from which the student can be personally identified.

Rights granted to a student under FERPA include:
1. The right to inspect and review the student’s education records;
2. The right to request the amendment of the student’s education records that the student believes inaccurate, misleading, or otherwise in violation of the student’s privacy rights under FERPA; and
3. The right to provide written consent before the College discloses personally identifiable information from the student’s education records, except to the extent that FERPA authorizes disclosure without consent.

At Messiah College, education records include cumulative academic records, grades, course schedules, most student disciplinary records, and most student account and financial aid records. Education records do not include records that are created or received by the College after an individual is no longer a student in attendance and are not directly related to the individual’s attendance, as well as grades on peer-graded papers before they are collected and recorded by an instructor.
Education records also do not include records of administrative or instructional personnel which are kept in the sole possession of the maker, are used only as a personal memory aid, and are not accessible or revealed to any other person except a temporary substitute for the maker of the record; records which are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his/her professional capacity, made or maintained only in connection with treatment of the student, and disclosed only to individuals providing the treatment; financial records of parents; or records created and maintained by the Department of Safety for the purpose of law enforcement. These records, then, may not be inspected by students without the consent of the custodian of the records.

Students who wish to inspect their education records should indicate such to the College official responsible for maintaining the particular record. FERPA requires that an appointment be made for the student to inspect the record within 45 days of the date of the request. If, upon examination, the student believes the record to be inaccurate or misleading, the student may file a written request that the College official amend the record. If the official decides not to amend the record as requested by the student, the student will be advised of his or her right to request a hearing. A hearing, to be conducted by a disinterested person appointed by the President, will be held within 30 days of receipt of a written request. The student will have a full and fair opportunity to present relevant evidence. A written decision will be rendered within two weeks of the date of the hearing.

Except to the extent that FERPA authorizes disclosure without consent, a student’s education records will be released to his or her parents only with the written consent of the student or upon receipt of certification that the parents have claimed the student as a dependent on their most recent income tax return. Any student who does not want his or her education records released to parents must give written notification to the Registrar. This notification will remain in effect until revoked in writing by the student.

FERPA permits (but does not require) the College to release “directory information” without student consent to anyone requesting information unless a student instructs the College not to release such information. Directory information means information contained in the education record of a student that would not be considered harmful or an invasion of privacy if disclosed. Directory information at Messiah College includes a
student’s name, home address, campus address, all telephone numbers on
record, high school attended, campus e-mail address, photograph
(available on the College’s internal, secure, online system), dates of
attendance, degree for which a student is a candidate, academic major and
minor, academic advisor, academic awards or honors, class year, full-
time/part-time status, and weight and height for members of athletic
teams. Directory information does not include a student’s social security
number or student identification number. Without student consent, a
student’s social security number or student identification number may not
be used by itself to authenticate identity or to gain access to education
records.

The College may provide lists of student names by religious preference (if
known) once each year in response to inquiries by local churches. The
College does not release directory information to outside organizations for
commercial solicitation.

Any student who does not want directory information released must
indicate as such on the Directory Profile, located on the Personal
Information tab in Self Service Banner. You can complete this information
anytime. This profile will be effective until rescinded by the student. The
College will not disclose directory information of a former student if the
student instructed the College not to release directory information while
he/she was in attendance.

FERPA authorizes the College to disclose personally identifiable
information from education records without a student’s consent to
appropriate parties, including parents of an eligible student (even if the
student is not a dependent for income tax purposes), in connection with an
emergency if knowledge of the information is necessary to protect the
health or safety of the student or other individuals. In making this
determination, the College may take into account the totality of the
circumstances pertaining to a threat to the health or safety of a student or
other individuals. If the College determines that there is an articulable and
significant threat to the health or safety of a student or other individuals, it
may disclose information from education records to any person whose
knowledge of the information is necessary to protect the health or safety of
the student or other individuals. The College must keep a record of the
threat, the basis for its determination, and the names of the parties to whom
the information was disclosed.

FERPA also authorizes the College to disclose personally identifiable
information from education records without a student’s consent in several
other specific situations. Some of these are as follows:
(1) to comply with a judicial order or a lawfully issued subpoena, including an ex parte court order under the USA Patriot Act; (2) to another institution that has requested the records and in which the student seeks or intends to enroll or is already enrolled so long as the disclosure is for purposes related to the student’s enrollment or transfer; (3) to designated federal or state agencies; (4) in connection with financial aid for which the student has applied; (5) to alleged victims of any crime of violence or a non-forcible sex offense of the final results of a disciplinary proceeding conducted by the College against the alleged perpetrator of that crime or offense, regardless of whether the College concluded a violation was committed; (6) to anyone – not just the victim – the final results of a disciplinary proceeding if it determines that the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has been found to have violated the College’s rules or policies; (7) information concerning a student who is required to register as a sex offender provided under a state sex offender registration and campus community notification program; (8) to organizations conducting studies for or on behalf of the College for purposes of developing, validating, or administering predictive tests, administering student aid programs, or improving instruction; and (9) to school officials determined by the College to have a legitimate educational interest.

A “school official” is a person employed by the College in a faculty, administrative or staff position, or a contractor, consultant, volunteer, or other party to whom the College has outsourced institutional services or functions. The contractor, consultant, volunteer, or outside service provider may be considered a school official under this paragraph provided that the outside party (1) performs an institutional service or function for which the College would otherwise use employees; (2) is under the direct control of the College with respect to the use and maintenance of education records; and (3) is subject to FERPA requirements governing the use and re-disclosure of personally identifiable information from education records.

A “school official” may also be a member of the Board of Trustees; or a student serving on a College committee or assisting another school official in performing his or her tasks. A school official has a “legitimate educational interest” if the official needs to review an education record in order to fulfill his or her professional responsibility.

The College will use reasonable methods to identify and authenticate the
identity of parents, students, school officials, and any other parties to whom it discloses education records. It will ensure that a school official obtains access to only those education records in which he/she has a legitimate educational interest.

FERPA provides a student the right to file a complaint concerning alleged failures by the College to comply with the requirements of FERPA with Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue SW, Washington, DC 20202-5901. This policy is maintained by the Messiah College Registrar and was last amended July 2017.

PARENTAL NOTIFICATION POLICY
Messiah College may elect to notify the parents/guardian of students in the event of serious health concerns such as illness, injury, or hospitalization. As noted above, the College may notify a student’s parents or guardians in the event of an emergency when it is deemed to be necessary to protect the health or safety of the student or other persons even if the student is not a dependent for income tax purposes.

Messiah College may also notify parents of students under the age of 21 for disciplinary violations related to alcohol or controlled substances or when a student is suspended or expelled, even if the student is not a dependent for income tax purposes. In disciplinary matters, parents are notified only after students are determined to be responsible for a violation of College rules or standards. In all matters, the context of individual circumstances is considered when deciding whether to contact parents. When possible, students will be given the opportunity and encouraged to discuss the situation with their parents prior to the institution’s notification.

FILM POLICY

Officially recognized Messiah College student organizations may sponsor films that foster intellectual, emotional, spiritual, or artistic growth and/or provide entertainment. The Director of Student Involvement and Leadership Programs must approve all films that student organizations want to sponsor and show on campus. Approval of a film must be granted prior to placing an order with a film company or announcing a showing. The Office of Student Involvement and Leadership Programs maintains guidelines around engagement with popular culture that guide the selection of films shown on campus. The artistic merit, cultural significance, truth communicated, and context in which the film will be screened are considered equally in the film approval process. The values, perspective, and lifestyle portrayed in a film as well as the film’s rating are important...
elements in consideration of the context in which the film will be shown.

NC-17 and X-rated films are not permitted for sponsorship by campus student organizations. Films with excessive gratuitous violence, profanity, obscene language, nudity, or sexually exploitative material will generally not be permitted for sponsorship by a student organization. Films with potentially offensive content may be approved for campus viewing if: (1) the film has redeeming social value and intentional programming encourages discussion of the potentially offensive elements or (2) an edited version of the film is available and obtained and advertising informs the community that the film being shown is an edited version.

The U.S. Copyright Act places significant restrictions on the public use of recordings (rented or owned). No videos or DVDs are to be shown on campus to public audiences generally unless the proper license has been secured to do so. Additional information on copyright policy is available at www.messiah.edu/copyright.

Legally obtained movies may be shown in common meeting areas in the residence hall, floor lounges and private rooms since that area constitutes a student’s living area, provided that the movie showing is not advertised outside the building and no admission fee is charged. Attendance should be limited to students who live on that floor, in the building, or are personal guests of those students. No public notices of any kind are allowed.

In addition, movie watching among friends should not infringe upon the rights of others. This includes volume being kept no louder than normal conversation and lights being kept on.

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**FUNDRAISING**

**Messiah College Student Organization Fundraising Guidelines**

**Philosophy and Purpose**

Student organizations at Messiah may, on occasion, choose to conduct fundraising as a part of their activities. It is important to keep in mind the dual purposes of fundraising in this context:

1. Fundraising gives organizations the opportunity to sell goods or services to generate a profit that will cover expenses incurred in fulfilling the mission and purpose of the organization. These will often
be events that provide significant occasions for student involvement.

2. Fundraising gives student organization members the educational opportunity to contemplate stewardship and philanthropy in a realistic context. Students are encouraged to fundraise reflectively, considering how their organization and event fit into the greater context of the College, contribute to its mission, and invite various constituents to participate in their work.

Because Messiah College, as a non-profit entity, conducts significant advancement efforts for its operations at-large (annual giving, special campaigns, etc.) in and around the community, and due to the large number of student organizations on campus, it is important for student leaders and advisors to consider the impact of their individual efforts. Thus, the following guidelines will be strictly enforced for student organization fundraisers:

**Guidelines**

1. Only Messiah College recognized organizations can sponsor fundraisers. If a non-recognized student organization is interested in sponsoring a fundraiser, it should first pursue recognition status.

2. All fundraisers that are conducted by student organizations must be approved by the organization’s advisor and the Office of Student Involvement and Leadership Programs on a first-come, first-served basis. The number and/or frequency of fundraisers may be limited by the Office of Student Involvement and Leadership Programs so as not to oversaturate the student body with fundraising requests.

3. All goods or services must be in harmony with the mission and values of Messiah College, Community Covenant, and Student Code of Conduct. The spirit of the law will be enforced in addition to the letter of the law at the discretion of the Director of Student Involvement and Leadership Programs, in consultation with the Associate Dean of Students.

4. Organizations conducting fundraisers with the express purpose to donate funds or resources to outside causes or organizations must work to ensure funds are handled appropriately and are directed toward causes/organizations that are consistent with the mission of Messiah College. Organizations designated for donations must be approved by the Director of Student Involvement and Leadership Programs in consultation with the Director of the Agape Center. Club advisors are responsible for ensuring appropriate handling of funds. The SGA Vice President of Finance must also approve of fundraisers being conducted by chartered or executive student organizations.

5. Students may not be the sole signatory on contracts. Messiah College
does not recognize contracts signed by students alone as binding. All contracts for any recognized Messiah College student organization must be signed by the faculty advisor for that group or by the Director of Student Involvement and Leadership Programs.

6. Storage of products must not infringe upon the reasonable living rights or comfort of others, nor interfere with designated College storage space or operation.

7. Trustees, alumni, parents, and off-campus individuals and groups are not to be contacted for raising funds without the approval of the Office of Development (e.g., letters to alumni, parents, area businesses, churches, etc.). Requests may be for supplies, gift certificates, cash, or gifts in kind. Messiah College will not process checks or give tax receipts for unapproved fundraisers. Additionally, door-to-door and phone solicitations are prohibited both on and off campus.

8. Advertising of a fundraiser may not take place until written approval is obtained. On-campus advertising must adhere to the Student Handbook advertising policy (see index). Off-campus advertising must have the approval of the Director of Marketing and Communications. Use of the Messiah College word mark and letterhead must be approved by the Office of Marketing and Communications.

Violations of any of these guidelines by a recognized student organization may result in forfeiture of funds raised and/or a disciplinary hearing with the Director of Student Involvement and Leadership Programs. Appeals can be made to the Co-curricular Education Committee. In the event that funds are confiscated or a fine is issued, the funds shall be donated to a worthy cause with preference given to Service Trips.

**INSURANCE**

The College maintains no insurance on student-owned property. Student property is often covered by a parent’s homeowner’s insurance. Students are given the option of selecting on-campus renter’s insurance with GradGuard when they sign their housing contract on The Nest (www.messiah.edu/TheNest). Questions about renter’s insurance and/or GradGuard can be directed to The Office of Residence Life. Health insurance coverage for intercollegiate competition and practice is maintained on students participating in intercollegiate athletics. All students enrolled full time at Messiah College are required to have adequate insurance coverage. We require insurance because we want to ensure that all students are adequately covered in the case of an accident or emergency.
Medical bills could really add up, and we do not want students to have to worry about obtaining medical care when needed because of a lack of adequate insurance.

Because ALL students are required to have insurance, ALL STUDENTS ARE AUTOMATICALLY SIGNED UP FOR AND CHARGED FOR THE SCHOOL INSURANCE (approximately $1616/year). After adequate proof of insurance is vetted, the school insurance can be waived.

International students may use the ISO Care or ISO Share plans instead of the school sponsored insurance plan because the benefits are equal to or greater than the benefits provided by the school insurance. These are the only three options available for our International Student population.

Information on coverage and claim procedures is available in the Engle Center and on the Business Office website. All students are expected to maintain adequate medical insurance coverage.

1) ISO Care  
2) ISO Share  
3) School sponsored health insurance plan

LIABILITY

The College recognizes that certain activities voluntarily engaged in by students, such as informal athletics contests, jogging, running, sledding, walking in the woods, and other activities, have some measure of risk involved for the participants. Students and guests who engage in such activities assume the risk of injury or property damage which may result. The College is not responsible or liable for injuries or property damage incurred by students or their guests participating in these and similar activities.

LOST AND FOUND

All lost and found items should be turned in to Dispatch Services. All items are held at Dispatch for a period of 30 days and every attempt will be made to contact the rightful owner(s). After 30 days, all unclaimed items will be donated to charity or discarded. All money turned in will be donated to summer mission projects if unclaimed.

NOISE ORDINANCE

The College is committed to being a good neighbor. We make every effort to comply with the Upper Allen Township Noise Ordinance which states
that it is prohibited “to make willfully or cause to be made loud, boisterous or unseemly noise or disturbance to the annoyance of the peaceable residents nearby, more particularly between the hours of 10:00 p.m. and 6:00 a.m.” (Upper Allen Township Ordinance 111.)

**OFF-CAMPUS MEDIA COVERAGE**

Any Messiah College student or student organization who would like to invite members of the off-campus media to visit campus to cover a story or event are required to first contact the Office of Marketing and Communications. They will consult with you regarding the appropriateness and likelihood of media coverage and coordinate contact and coverage logistics with reporters. Students should use personal discretion in speaking to members of the media as private individuals; however, **students do not have the authority to speak on behalf of the institution or to represent the College’s official perspective or position on any issue.** Designated spokespersons in the Office of Marketing and Communications are equipped and prepared to speak with members of the media on behalf of the institution. Students who are contacted directly by members of the media to request/schedule an interview are requested to notify the Office of Marketing and Communications in advance at 717-691-6027 so that they may provide any necessary coordination with the College’s media protocol.

**ON-CAMPUS SALES BY STUDENTS**

Individual students or student organizations wishing to sell products or services on campus must register and receive approval from the Director of Student Involvement and Leadership Programs prior to advertising or selling. Participants should follow the Guidelines for Student-Owned On-Campus Businesses or Student Organization Fund Raising Guidelines, both of which are available at the Larsen Student Union.

**OUTSIDE VENDORS/SALESPEOPLE**

The College does not permit the on-campus sale of products or services by an outside vendor unless a signed Outside Vendor Contract has been approved by the Office of Student Involvement and Leadership Programs. Approval of on-campus sales will be granted only if there is a benefit to a recognized College function or student group. On-campus solicitation of sales or purchases by any outside person is expressly forbidden. Messiah College prohibits the marketing of credit cards and solicitation of credit
card account applications on its campus. No persons are permitted on campus for this purpose at any time.

Any person desiring to come on campus for the purpose of purchasing textbooks from students or faculty or selling any product or service must register with Dispatch and receive a visitor tag and parking permit. Persons purchasing textbooks must have pre-established appointments with specific faculty members or other campus employees.

**PHOTOS AND VIDEO RELEASE**

Messiah College may at times use photographs, audio and/or video recordings of employees and students for purposes of education, publicity and student recruitment on behalf of the college, via the Internet, print publications and other media.

Should an employee or student (or the parents or guardians of such persons who are under the age 18) NOT want to be photographed or recorded, or have his/her name or “directory” information used in connection with any such recording, that person must notify the college in writing.

Individuals who choose to opt-out are also responsible for removing themselves from areas in which photography and/or recording is taking place, or notifying the camera operator of their opt-out status. Failure to do so may result in that individual’s inclusion in a photograph or recording and will be treated as consent for the college to utilize that photograph or recording accordingly.

**POSTER POLICY & PROTOCOL**

The poster policy and protocol are in effect during the academic calendar year and applies to all common area bulletin boards throughout campus—those found in Larsen Student Union, Eisenhower Campus Center, Hoffman, Hostetter Chapel, Old Main, Murray Library, Sollenberger Sports Center, and all academic buildings. Departments are responsible for maintaining their departmental bulletin boards. Outdoor signage is only permitted on the day of an approved event.

Messiah College divisions, schools, departments, offices, and centers are permitted to place posters and/or flyers on bulletin boards as needed at their discretion. In addition, athletic teams and officially recognized, chartered, and executive student organizations may place posters and/or flyers on common area bulletin boards (reference above paragraph) after receiving prior approval from their respective coach or organization.
advisor. All other on- or off-campus individuals or groups must first obtain permission through the approval process outlined below prior to posting any posters/flyers on common area bulletin boards. Poster/flyers not following guidelines will be removed.

**Process for Messiah College divisions, schools, departments, offices, centers:**
1. No additional approval needed.
2. The name of the division, school, department, office, center, team or organization must be clearly visible on the poster or flyer.
3. All promotional activities must comply with Messiah College policies and standards.
4. Posters/flyers related to events need to be removed within two (2) days of the conclusion of the event by a representative of the appropriate division, school, department, office or center.

**Process for Messiah College athletic teams and officially recognized, chartered, and executive student organizations:**
1. Prior to hanging, coaches must approve posters/flyers created by their respective athletic teams; and advisors must approve posters/flyers created by their respective student clubs and organizations.
2. The name of the athletic team or recognized student club/organization must be clearly visible on the poster/flyer.
3. All promotional activities must comply with Messiah College policies and standards.
4. Posters/flyers related to events need to be removed within two (2) days of the conclusion of the event by a representative of the appropriate athletic team or student club/organization.

**Process for other on- or off-campus individuals, groups, and organizations (including parents and alumni):**
1. Submit request using the online form found at www.messiah.edu/posterpolicy.
2. The name of the individual or sponsoring group or organization must be clearly visible on the poster/flyer.
3. Within two (2) business days of the request being received, a response will be provided.
4. If approved, requesting party brings posters/flyers and proof of approval to the Office of Student Involvement & Leadership Programs desk (located on the upper level of the Larsen Student Union) during desk hours (Monday–Friday, 8 a.m. to midnight; Saturday & Sunday, 1 p.m. to midnight).
a. At the desk, the requesting party will be provided with an official stamp and must stamp each poster/flyer at the desk. The approval stamp will include an end date until which posters/flyers can be displayed.

b. The requesting party is responsible for placing the stamped posters/flyers on the appropriate bulletin boards.

General guidelines for removal of posters/flyers:
1. Posters/flyers not aligning with policy will be removed.
2. Posters/flyers promoting events must be promptly removed after the date of the event.
3. The Office of Student Involvement & Leadership Programs and Conference & Event Services has discretion in removing posters and flyers as appropriately necessary.

PUBLIC EXPRESSION

Definition of public expression
Freedom of expression is encouraged at Messiah College. However, in order to ensure an atmosphere in which open communication can occur without disrupting the academic mission or the daily functions of the College, this policy shall govern all forms of public expression activity on Messiah College property, defined for this purpose as including activities such as, but not limited to: campus meetings and forums; public assembly and demonstrations; public speeches; and the distribution and/or posting of written materials or other forms of communication carried out in connection with these activities.

Definition of members of the on-campus college community
For the purpose of this policy, “members of the on-campus college community” are defined as currently enrolled students and currently employed members of the faculty, administration, and staff.

Definition of visitors
Individuals who do not belong to any of the above identified groups are considered campus visitors.

Public expression by members of the on-campus college community
Messiah College affords all members of the on-campus college community with substantial privileges with respect to freedom of public expression on Messiah College property. As a private college, this privilege, however, is subject to reasonable restrictions and regulations of time, place and
manner as described below, so that the activities do not intrude upon or interfere with the academic mission and daily functions of the College, or with other rights of members of the on-campus college community as defined by College policies.

**Note**: These policies and guidelines refer to non-educational activities on College property and not to the conduct of academic or cocurricular activities that are governed by their own policies and standards. These policies do not refer to other officially approved College events that must follow established college event protocols.

**Procedures for public expression activities by members of the on-campus college community**

1. Members of the on-campus college community must apply to the Office of the Vice Provost/Dean of Students at least five business days prior to their requested date of activity. Office hours are between the hours of 8:00 a.m. and 5:00 p.m. Monday through Friday. The form is available online at: https://www.messiah.edu/forms/form/675/en/public_expression_form. Once the form is received by the Vice Provost/Dean of Students, she/he will process the application with the appropriate/relevant campus leadership based on factors including whether the application is from a student or employee, specifics of the public expression requested, etc.

2. The Vice Provost/Dean of Students has two business days in which to act on a request and communicate a decision to the person or organization making the request. Decisions will take into account both any special circumstances that may relate to College activities and/or the burden the requested activity may place on the College’s safety and administrative staffs.

3. Public expression activities are authorized to occur only at one or more of the following three locations as assigned by the Vice Provost/Dean of Students(dependent on availability):

**Outdoor locations**
- Larsen Student Union patio
- Brick courtyard area outside of Kline, Jordan and Frey Halls

**Indoor locations**
- Designated common area inside the Larsen Student Union
- Eisenhower Campus Center Commons (lobby outside of the Falcon, Career Center and Campus Store)
4. The number of occasions on which specific individuals or groups will be permitted to engage in public expression activities will be limited to three times during a calendar year.

5. The total number of people engaging in public expression activities at any one location on campus may be limited by the Vice Provost/Dean of Students according to concerns related to space capacity, safety or potential disruption of the College’s other daily activities.

6. Any signs, placards or banners that are displayed must be respectful, may not use profanity or other defaming language, and in general must be in the spirit and meet the standards related to the treatment of others as described in the College’s Community Covenant.

7. No microphones, bullhorns, or other amplification devices may be used.

8. No sidewalks or building accesses may be blocked, nor may normal College operations be impeded.

9. Physical or verbal harassment of members of the College community, or public expression activities outside of the hours or locations for which permission has been granted, will be cause for the immediate revocation of privilege for those involved.

10. Any act of disorderly conduct will result in intervention by authorized campus personnel.

Public expression activities by campus visitors

As a private college, Messiah College’s policy is that visitors do not share the same privileges and rights as members of the on-campus college community to participate in public expression activities on Messiah College property. Thus, campus visitors who wish to engage in public expression activities are subject to the following restrictions:

1. Specifically, campus visitors are not permitted to be involved in public expression on College property except as invited participants at official, approved College events, and in a manner consistent with the intent of the event as determined by officials of the College. Furthermore, visitors’ presence on campus is not merely contingent upon their compliance with standards maintained by the College, and as such, visitors may be asked to leave the campus at any time by an authorized official of the College.

2. Visitors may not engage in activities which hinder or obstruct approved public expression or affect the College’s ability to provide an educational environment for its members.

Visitors acting in violation of this policy and/or the related guidelines or
failing to accept the directions of authorized College authorities will be required to leave campus and may be referred to the local public authorities in the event of violations of applicable laws. Any police arrests and criminal charges are separate from judicial actions at Messiah College.

**SIDEWALK CHALK PROTOCOL**

Students wishing to convey public messages via campus sidewalks are permitted to use sidewalk chalk so long as the content of these messages are respectful and align with the College’s Code of Conduct. Sidewalk chalk is only allowed in the following designated areas: in the sidewalk area bounded by Hoffman, Legacy Park, Agape Center, Kline and Frey and also the Larsen Student Union patio area. Using sidewalk chalk on campus building walls and other facades is never permitted. Any messages that do not align with the Code of Conduct (for example, language that subjects another person or group of people to abuse, threats, intimidation, harassment, etc.) should be reported to Dispatch for removal. As a general rule, as a part of campus clean-up efforts in preparation for admissions or other major campus events, all chalk—regardless of its content—will be removed.

**ROLLER BLADES, NON- MOTORIZED SKATEBOARDS, AND BICYCLES**

For the safety of all members of the College, the use of non-motorized skateboards, roller blades and human powered cycles (bicycles, unicycles, etc.) is prohibited within all buildings and around their entranceways on campus. Use of these devices must be with the safety of others in mind and is permitted on walkways and paths as long as the right of way is granted to pedestrians. Riding such devices on walls, benches, hand rails and the like is prohibited. Any misuse or abuse of College property while using these items will result in the item(s) being confiscated by the Department of Safety and will be returned upon the individual leaving campus. For more information on these specific topics, go to:

[www.messiah.edu/documents/safety/AwarenessAroundCampus.pdf](http://www.messiah.edu/documents/safety/AwarenessAroundCampus.pdf)

**HOVERBOARDS**

Due to safety concerns regarding fire safety and operator safety, hoverboards are not permitted anywhere on the College campus. The term “hoverboards” includes but is not limited to self-balancing scooters, battery
or gas operated scooters, hands-free Segways and electric powered skateboards.

**SPEAKERS, ARTISTS, AND PERFORMERS**

As a Christian college, Messiah College is committed to the concept of liberal learning. We welcome exposure to a variety of intellectual perspectives and artistic expressions while retaining the belief that these perspectives and expressions must be critically evaluated from a perspective of Christian faith. Hence, officially recognized College student organizations are encouraged to invite speakers, artists, and performers to campus who can foster intellectual, emotional, spiritual, or artistic growth for the campus community. All reasonable points of view may be presented as long as the opportunity for dialogue exists. While the cultural and educational values of programs are important in determining their appropriateness for campus presentation, the College recognizes the legitimate need for entertainment and leisure time in campus life. When taken together, speakers, artists, and performers should offer a balanced and well-constructed series of events and programs.

The following guidelines apply to student organizations that desire to sponsor speakers, artists, and performers:

1. The selection of speakers, artists, and performers should be in harmony with the guidelines for engagement with popular culture maintained by the Office of Student Involvement and Leadership Programs. More information on these guidelines can be found at [http://www.messiah.edu/info/20000/about/2210/pop_culture_at_messiah](http://www.messiah.edu/info/20000/about/2210/pop_culture_at_messiah)

2. Speakers, artists, and performers should be selected for their ability to do one or more of the following in ways that are consistent with the goals of the College and of the sponsoring organization: provide information, stimulate constructive thought, communicate truthfulness, deepen understanding, sharpen critical judgment, delight their audience, and encourage creativity.

3. Programs should be selected in a way to both challenge and nurture a dynamic Christian learning community.

4. The speaker, performer, or artist and their views should be treated respectfully.

5. Disagreement with the presenter or their ideas should be expressed in an appropriate manner.

6. Excellence and quality in presentation are expected.

7. The sponsoring organization’s advisor, the Student Involvement and Leadership Programs Office, and in some cases, the Vice Provost/Dean of Students, must approve the event prior to making
an offer, signing a contract, and advertising. The Guest Speaker Form and Guest Rider Form should be used to obtain permissions. These forms can be found at http://www.messiah.edu/info/21478/clubs_and_organizations/2203/forms.

8. The advisor of the sponsoring organization is responsible for informing the organization of these guidelines. The Director of Student Involvement and Leadership Programs will settle all disputes related to speakers, artists, and performers that are sponsored by student organizations.

9. No contracts or payment agreements may be signed by students. Only employee advisors of organizations may serve as legal signatories for contracts on behalf of Messiah College.

**VIDEOGAMING POLICY**

Officially recognized Messiah College student organizations may sponsor video game events (e.g., video game tournaments). The Director of Student Involvement and Leadership Programs must approve all games that the organization wishes to use as part of the event. Appeals can be made to the Associate Dean of Students. Approval of a game must be granted prior to announcing or advertising the event.

Games with gratuitous violence and games with potentially offensive content including profanity, obscene language, nudity, and sexually exploitative material will not be permitted for events sponsored by a student organization. The advisor of the sponsoring organization is responsible for keeping the organization aware of these restrictions, as well as the Computing Access Policy.
CAMPUS SAFETY

2018-2019
The Department of Safety publishes annual safety and security information, performs crime prevention programming and training and maintains required crime logs. The annual security report and other valuable information can be found on the Department of Safety website at www.messiah.edu/offices/safety/.

The Department is responsible for campus safety of persons and property, vehicle and traffic control, criminal investigations, annual educational and crime prevention programming, as well as department inservice training, mandated federal and state crime logs, which includes the annual safety and security report (ASR) and physical security of campus buildings. We ask that students do their part with security by remaining aware and if you see something that does not seem to be right to say something by notifying the department of suspicious activity. Refusing to cooperate with a Community Safety Officer or a Department of Safety investigation may be grounds for College discipline.

PERSONAL EMERGENCY PREPAREDNESS

BLUE-LIGHT EMERGENCY PHONES
The blue-light emergency phones can be used to request an on–campus escort and are located in B, C, D, F, VV, and in front and rear of Fry, Kelly, Mellinger, and Smith Residences. Additional emergency phones are located at Jordan/Kline (WW lot), Starry Field (P lot), and Treona Lot as well as the Lenhert Building. Greenbriar (Safety office) has an accessible phone on the exterior of the main entrance. Emergency phones are intended for emergencies only; malicious false alarm activations are subject to a $500.00 fine and other disciplinary sanctions.

SAFE WALK, SAFE RIDE
Please call 717-691–6005 from an off campus phone or ext. 6005 from a campus phone for a safety escort. On–campus safety escorts are available for any student from dusk to dawn.

EMERGENCY TEXT ALERT SYSTEM
All students are strongly encouraged to sign up for the Emergency Text Alert System, which alerts students to emergencies on campus and the only cost incurred is the cost of the text message (this cost is determined by your service provider). The Text Alert is the fastest way to receive emergency messages and will provide information that will also be available on the Messiah homepage, e-mail, and other announcement formats. To sign up, go to the Self-Service page in FALCONLink, click on personal
information, cellular phone text alert sign-up, enter the appropriate information, and then click on Submit. You are now registered to receive emergency text messages!

**EVACUATION**
In certain disaster situations, it may become necessary to evacuate campus. Preparing for an emergency evacuation before there is an imminent danger lessens stress and increases the effectiveness of the evacuation. In preparation for these events, the College relies on the cooperation and proactive planning of every member of the College community.

During a campus evacuation, students are not permitted to remain on campus under any circumstances and the College will cease operations completely. Students are responsible for vacating the College via their own transportation and lodging arrangements.

The College is prepared to assist students who cannot make alternate arrangements however, capacity will be limited, so it is imperative that students who are able to leave on their own commit to their own personal evacuation plan. Detailed information can be found at the following link to help you develop your personal plan:
http://www.messiah.edu/info/20297/students/1286/evacuation

**FIRE ALARMS**
When a fire alarm sounds, all persons are to immediately exit the building. If you discover a fire, first proceed to, and activate the nearest fire alarm pull station (usually located near an EXIT or stairway door), and then immediately leave the building via the nearest EXIT. Second, immediately notify the Department of Safety at the emergency phone extension 6565 or at 717.691.6005 via cell phone from a safe location outside of the building in alarm.

Report all fires or smoke conditions no matter how small they may seem, as they often grow out of control rapidly. If warranted, the Department of Safety will make notification to Residence Life staff of the situation. Individuals, who intentionally cause false fire alarms, tamper with or steal any fire safety equipment or any type of safety signage or do not comply with evacuation procedures will be subject to a $500 maximum fine and/or other disciplinary actions.
FIRE DRILL EVACUATION PROCEDURES
1. When the alarm sounds, remain calm and close room window(s).
2. Grab only the clothing necessary for existing weather conditions. Do not attempt to salvage personal belongings.
3. Turn off all electrical appliances, including stoves/ovens and room lights.
4. Feel the lock or the top gap between the door and the door frame to see if it is hot. If it is, do not open the door. Instead, if you can do so safely, use the window to escape or summon help by yelling. Keep the window closed if smoke enters the room through it.
5. Close but do not lock room/apartment door(s) behind you.
6. Stay low under smoke and toxic fumes; crawl on your hands and knees, if necessary.
7. Do not use elevators; use stairways only.
8. Leave by the nearest EXIT. Do not run. Leave the building directly from the stairway; do not use your ID card to pass through doors during evacuation.
9. Remain clear of the building by at least 100 feet; move beyond sidewalks if necessary, but never stand in roadways or in parking lot aisles.
10. Never re-enter the building for any reason, even if the alarm signals are silenced. Wait until permission is granted by the person in charge of the drill or fire scene, (e.g., Department of Safety officer, drill coordinator, resident director, or ultimately, the township fire chief).
11. In an actual EMERGENCY (especially if you are trapped in your room/apartment by smoke or fire), use your cell phone to summon assistance by dialing either:
   a. Messiah College Department of Safety at 717.691.6005
   b. Cumberland County Dispatch-911-- You will need to identify you are calling from Messiah College, your residence hall or apartment, and your section and room number.

FIRE SAFETY
No items are to be placed or stored in corridors, stairwell landings, doorways, and exits are to be clear at all times. Fire doors must be closed at all times and are physically maintained for your safety; tampering with or disabling the hardware on fire doors is prohibited and may also harm others during an emergency situation.

Under no circumstances should a student tamper with electrical equipment such as lighting, wiring, or switches as the overloading on duplex outlet circuitry is a safety hazard. Use of extension cords is strongly discouraged except for use with minor items such as cell phone chargers and alarm
clocks; UL-approved power strips/surge protectors are recommended instead and should never be “daisy-chained” together (plugging one surge protector into another).

The possession of fireworks or smoke-generating devices, tampering with fire safety equipment, possession of flammable materials in any quantity, live (or previously living) Christmas trees or branches, and use of sun lamps, halogen lamps, and space heaters are prohibited. Possession of incense, candles with wicks, lighters or matches in residential buildings, the storage of empty cardboard containers and propane tanks are also prohibited. Wickless candles, electric candle warmers, and electric tart burners are permitted, provided they are not operated unattended.

The possession and use of tiki torches is prohibited (Residence Life programs under the direct supervision of a Resident Director are excepted).

Township ordinances require permits for open burning - violators will be subject to a fine of up to $1,000.00. Open burning, such as campfires, bonfires, or trash, is strictly prohibited on campus (this includes the "Back-Forty" area). Organizational bonfire and campfire requests must be scheduled through the Conference Services office.

**SHELTER IN PLACE/LOCK DOWN PROCEDURES**

**What is a lockdown?**

A **lockdown** is a temporary change in normal operations due to an ongoing incident that requires the attention of campus or local law enforcement personnel. Information about a lockdown, and instructions on how to respond, will always be communicated through various emergency communication channels such as text alerts, social media, etc.

**Potential responses during a lockdown:**

1. **Shelter-in-place**

   In certain situations, individuals may be given instruction to immediately enter or remain inside a building—known as a shelter-in-place—in an effort to protect themselves from potential danger. Remain in your safe location until directed otherwise by campus safety or law enforcement. This action might be necessary when evacuation would not be appropriate, such as:

   - A severe weather emergency
   - Hazardous chemical spills
• Near-campus police activity
• Some active shooter scenarios where fleeing a building would not be safe.

2. Evacuation
Other times, it may be safer to attempt to evacuate a building if you are able or if the situation warrants.
This action might be necessary during:
• A bomb threat
• Building fire
• Gas leak

3. Situational Response
Some incidents may require different responses depending on the current situation at hand. A primary example would be a violent or potentially violent person in your building or area. It will be necessary and crucial that you take the following steps to determine the best course of action with the information you know at the time. Information will be provided as it is available by Messiah’s crisis response team.

If there is an intruder, you should take the following steps:

GET OUT
• If you are able to leave the area or building without placing yourself or others in danger, exit as quickly as possible.
• Leave quickly and quietly, keeping your hands visible when you exit.
• NEVER sound the fire alarm in a non-fire emergency situation.
• When you get to safety, call 911 and report the incident.

HIDE OUT
• If it is safer to shelter-in-place, close, lock and barricade the door if possible.
• Turn off the lights, close any windows and blinds, and remain quiet.
• Hide from view and take cover behind heavy items that may provide protection.
• Silence your phone, but leave it turned on to receive text alerts.
• Call 911 if you can without compromising your location or safety.
• Remain in your safe location until directed otherwise by campus safety or law enforcement.
• When the police arrive, keep your arms up, your hands visible, and follow the officer’s instructions.

TAKE OUT
• If you are in an imminent life-threatening situation, you may find it necessary to fight to save your life. This is a personal decision and it may not agree with your faith or other beliefs. You must decide if you are able and willing to take this step.
• If you choose to fight, overpower the subject with a group of people if possible.
• Utilize any objects available as a weapon—this may be a chair, letter opener, scissors, fire extinguisher, or laptop to strike or stab the subject. If it is possible to restrain the subject, hold and bind with tape, belts, or computer or electrical cords. Secure the subject’s weapon if you can safely do so (refrain from picking the weapon up; place a trash can or chair over it and notify the police of the location when they arrive).
• Escape or leave the area if possible.
• Call 911 when you are safe and able.

SILENT WITNESS

The Department of Safety maintains a “silent witness” feature (Anonymous Report form) which allows students or employees to report crimes without providing their names or other identifying information; information provided regarding crimes (to include harassment, theft, etc.) is received by the Director of Safety and designated Safety personnel. Anonymous reporting is not intended for non-criminal code of conduct violations (smoking, visitation violations, etc.), if these types of behaviors are occurring, please contact your RA and RD.

Upon receipt, all information is thoroughly investigated to the best of the department’s ability, based on information received. Information sent through this site, while checked on a regular basis, is not monitored 24 hours a day. Therefore, the Silent Witness form SHOULD NOT be used for emergencies that require immediate response or those that are life threatening in nature.

Silent Witness is intended to foster and maintain a safe and caring community. Therefore, if it is discovered this system is being used to harass
or to retaliate against members of the Messiah College community, behavioral conduct consequences will be pursued.

The link to the Silent Witness reporting is found at: https://www.messiah.edu/forms/form/164/en/silent_witness

If this situation is of a life threatening nature or immediate care/response is needed, please call 911 (if dialing from an on-campus phone, dial 9-911.)

**FIREARMS AND WEAPONS**

Weapons considered lethal, potentially dangerous, or harmful, are prohibited and includes, but is not limited to, the following: firearms, ammunition, bows and arrows, crossbows, knives, clubs, whips, spears, swords, martial arts weapons, paintball guns, BB guns, CO2 guns, pellet guns, water balloon launchers, or any other item the College deems potentially harmful to the College community. Occasionally, some weapons stated above may be required for classroom use (i.e., bows) and are permitted for this purpose only and must be academically necessary. The requested weapon for classroom usage must be registered and stored with the Department of Safety until needed for class purposes and then must be removed from campus.

Firearms (any pistol, revolver, shotgun, or rifle) are prohibited on College property, including storage in a vehicle; all firearms and weapons will be confiscated on sight. In extenuating circumstances, appeals to this policy are to be made to the Director of the Department of Safety for consideration.

**DIRECTIONS TO LOCAL HOSPITALS**

**CARLISLE REGIONAL MEDICAL CENTER (approx. 15 miles)**
361 Alexander Spring Road, Carlisle, PA 17015
(717) 249-1212
Leave campus by the main entrance opposite Smith Residence. Follow signs to Route 15. Take Route 15 SOUTH, turn RIGHT onto Route 74 towards Carlisle. Take a LEFT turn onto Interstate 81 South towards Chambersburg. Take Exit 45, College Street, at the end of the exit ramp at the traffic light, take a LEFT. At the second traffic light, turn RIGHT onto Alexander Spring Rd. Carlisle Medical Regional Center will be on your LEFT in less than a mile.
HARRISBURG HOSPITAL (approx. 12 miles)
111 South Front Street, Harrisburg, PA 17101
(717) 782-3131
Leave campus by the main entrance opposite Smith Residence. Follow signs to Route 15. Take Route 15 North to Camp Hill, approximately 7 miles. Follow signs to Harvey Taylor Bridge. Cross bridge and turn right on Front Street. The hospital is on the left approximately 1 mile.

HOLY SPIRIT HOSPITAL (approx. 9 miles)
503 N. 21st Street, Camp Hill, PA 17011
(717) 763-2100
Leave campus by the main entrance opposite Smith Residence. Follow signs to Route 15. Take 15 North to Camp Hill, approximately 7 miles. Route 15 North has a series of 6 traffic lights in Camp Hill. Keep left after passing through the 5th light. The 6th light is located at the junction of Route 15 and N. 21st Street. Take the left turn lane and proceed on North 21st Street for 0.2 miles. The hospital is on the right.

PINNACLE HEALTH WEST SHORE HOSPITAL (approx 15 miles)
1995 Technology Pkwy, Mechanicsburg, PA 17050
(717) 791-2400
Leave campus by the main entrance opposite Smith Residence. Follow signs to Route 15. Take 15 North. Approximately 6 miles use the left lane to merge onto PA-581 W/US-11 S. Continue for approximately 3 miles. Merge onto I-81 N and continue for 1 mile. Take exit 61 for PA-944/Wertzville Rd. At the end of the off ramp, take a right onto Wertzville Rd. At the first stop light, make a right onto Technology Pkwy. Drive for 0.6 miles and the hospital is on the left.

THEFT

In light of the biblical principle not to steal (Exodus 20:15) and Commonwealth of Pennsylvania law, stealing of another's property is prohibited. Toward preventing theft, students are to keep residence room doors locked when they are out of the room and are to notify the Department of Safety of anyone appearing or acting suspicious in, or around, College residences. All theft, no matter how small, is to be reported to the Department of Safety. However, the College assumes no liability for the loss of items from students’ rooms, athletics or music lockers, or campus buildings.
Messiah College vehicle rules and regulations were developed for the safety and welfare of students, employees, and visitors; for the protection and maintenance of college property, and to govern traffic on the campus. Motor vehicle regulations are in effect at all times throughout the year and driving and parking regulations of the Pennsylvania Vehicle Code apply on campus roadways. The Messiah College Traffic Code is subject to change throughout the year, any changes will be posted on the Department of Safety website, and it is your responsibility to know and abide by all rules and regulations. The Messiah College Traffic Code can be found on the Student Vehicle Registration web page. All students who bring motor vehicles to the campus **MUST** register their vehicle or motorcycle with the Falcon Exchange by completing a Student Parking Registration Form. Upon approval of the Student Parking Registration Form, the student is charged for the parking permit and a display permit is issued. The permit must be affixed inside the vehicle on the left hand corner of the rear window behind the driver or in a suitable visible location on a motorcycle.

New First-Year Students: Student Parking Registration Forms must be pre-approved before the student brings a vehicle to campus. First-year students will be approved for parking for the following reasons only:

1. Student is 21 years old by the start of the semester.
2. A medical accommodation. Student and physician must complete and submit the Medical Parking Permit Application with a wet ink signature as well as a Student Parking Registration Form. Approval is granted for no more than six weeks at a time unless the disability is deemed to be permanent/lifetime.
3. Student lives more than 250 miles from Messiah College. To verify this information, we refer to www.mapquest.com.
4. Employment purposes. Student must meet the following employment qualifications—must work at least 10 hours per week; the job must be in a 40-mile radius of the campus; the approval is for no more than six weeks at a time. Employer and student must complete and submit the Employment Verification – First Year Student form with a wet ink signature as well as a Student Parking Registration Form. Parking for employment verification is approved in six (6) week increments.
5. Student transfers into Messiah College as an upper-class student.
6. Student not residing on campus and is a commuter.

Messiah College is a pedestrian campus. Any vehicles parked in Fire Lanes will be ticketed and may be towed and stored at the owner’s expense. Students must park in their assigned lot. Any vehicles parked in an
unassigned area may be ticketed.

Motorcycles must have a valid Messiah College parking permit and must be parked in the proper parking area for motorcycles. Motorcycles must comply with all parking and traffic regulations. Motorized vehicles may not be stored in any College building or apartment patios. Electric- or gas-powered motorized scooters are prohibited.

**Visitors/Guests**

All visitors must obtain a Visitor’s parking permit from the Falcon Exchange during normal business hours or the Dispatch Services office in the Eisenhower Campus Center after business hours. Visitor parking is located in the Visitor Lot (VV lot by Old Main) on College Avenue, near Hess Residence, behind Kelly Apartments, and in WW lot. All visitor locations are clearly marked with signage to assist in finding parking.

**Parking Signup**

In late spring, an on-line parking registration process is held for all current students. Each student is assigned a specific time slot based on number of credit hours previously earned plus the current semester’s credit hours and their class schedule. Please note your parking assignment is subject to change and the final deadline for returning students to sign up for parking is July 31 to receive early parking registration pricing.
Messiah College is a residential community and places a high value on the educational opportunities afforded to students living on campus. Campus residences provide more than a place for sleep and study; they promote an environment for education and personal growth. By living together, students are exposed to people with different backgrounds, habits, ideas, and personalities. Through living and learning together, students learn more about themselves and what it means to live in community. Ideas are sharpened, goals are more clearly focused, and personal identity is solidified. Residence Life serves to advance College Wide Educational Objectives by facilitating educational programs and environments conducive to personal growth and academic success.

Messiah College has invested substantial resources into providing both excellent residential facilities and Residence Life programs. For these reasons, all single, full time (12 credit hours per semester), undergraduate students under the age of 23 are required to live on campus and are guaranteed housing during the course of their undergraduate enrollment. Students living locally with their families (commuters), or students approved for study abroad, are the exceptions to this requirement.

## RESIDENTIAL FACILITIES

### Traditional Residence Halls
Residents share a room with one to three students. The North Complex consists of Grantham, Hess, and Miller; the South Complex consists of Mountain View, Sollenberger, and Bittner. Naugle and Witmer residences are independent buildings and house first year students. Bittner houses first year and transfer students.

### Campus Apartments
Four apartment buildings provide living accommodations for three to five students. Fry, Smith, Mellinger, and Kelly residences are campus apartments. Residents share kitchen and living areas in their apartments.

### Special Interest Houses
Houses on or near campus provide unique opportunities for small groups of students to live together and create a theme and mission for their house.

## RESIDENCE LIFE HOUSING OPTIONS AND CONTRACTS

All residential students are required to sign a Housing Contract that provides general policies and regulations for students living in college-owned housing. An electronic copy of the contract may be found on the
Residence Life website under the Philosophy & Policy tab. Students need to adhere to other disseminated college community standards and policies as well.

RESIDENCY REQUIREMENT
All single, full-time students under the age of 23 are required to live on campus unless one of the commuter criteria applies. Minor students who are at least 17 years of age may be approved to live on campus. Students aged 24 or older are not allowed to live on campus. Requests for an exception can be made to the Assistant Director of Residence Life – Housing.

CREDIT REQUIREMENT
Students must enroll & maintain a minimum of 12 credits per semester in order to live in campus housing. Any student who falls below the 12 credit minimum must fill out the Part Time Student Agreement which can be found on the Residence Life website under Forms or by contacting housing@messiah.edu. Graduates studying for the CPA Exam or senior students who need to take less than 12 credits during one of their last two semesters may live on-campus after submitting the Part Time Student Agreement. All students with a lighter academic load are expected to contribute to an environment conducive to studying so as not to be a distraction to other students.

HOUSING CONTRACT CANCELLATION
A housing contract is issued for one academic year (two semesters). You or the College can cancel your contract. You may cancel your housing contract by submitting an online cancellation form or written statement to the Office of Residence Life or via e-mail at housing@messiah.edu. Refer to your contract or contact the Office of Residence Life for information regarding cancellation fees. Canceling your housing contract does not cancel your meal contract.

HOUSING CONTRACT PAYMENTS AND FEES
You agree to pay to the Business Office the published rate for your housing according to the Business Office’s schedule. Failure to make required payments does not relieve you of the obligations and duties of the housing agreement. You are also subject to the Business Office’s late payment fees for past due balances on your account, including housing and any related housing charges.

LOSS OF OFF-CAMPUS HOUSING PRIVILEGE
Students determined to be responsible for violating the College Code of Conduct and/or federal, state, or local laws will have the privilege of living off campus revoked. This will result in the student’s mandatory return to
on-campus housing. Any students who return to live on campus after being approved to live off campus will forfeit their off campus approval and will need to reapply in order to move off campus again.

**LATE APPLICATION EXCEPTION**
If a deadline is set for applications, applications may still be approved, but a $200 fee will be assessed.

**SPECIAL INTEREST HOUSING POLICY**

Special Interest houses are on or near campus and are occupied by groups of students who are committed to a specific theme or mission. The houses are connected to a club, organization or department and the house will have an advisor who is involved and knowledgeable about the house’s theme. To have a special interest program approved, students and/or advisors submit a program proposal to the Graduate Assistant, Residence Life by the beginning of February. The Co-curricular Education Committee reviews the applications and selects a program for each special interest house. In February and March, students who are interested in living in the houses will submit their applications to the advisor of the program who will make decisions about house residents. Students eligible to live in special interest houses will:

1. Have completed 57 credits or have received a recommendation from a Resident Director (RD), advisor or mentor from the college community.
2. Maintain good standing with the College. Good standing is defined as not being on academic, chapel, or disciplinary probation within the six months prior to application. In addition, previous alcohol or drug violations may prevent a student from being approved to live in a special interest house.
3. Be reassigned to a residence hall room if a drug or alcohol violation occurs while a student is living in a special interest house.

Questions about special interest houses should be sent to the Office of Residence Life.

**RESIDENCE LIFE POLICIES**

**APARTMENT PATIOS**
Patios must always be well-kept because they affect the appearance of the College grounds and public areas. Patio-appropriate items are limited to furniture designed for outdoor use. Because of the concern for appearances, picnic tables should not lean upright against walls. No furniture or any other items should be placed on the grass or any place where damage could be done to plants and trees. Lights or decorations may not be placed on
trees, shrubs, or patios as they may interfere with work done by the Department of Facility Services. Bicycles may be stored neatly on that apartment’s patio. Motorcycles are not permitted to be parked on outdoor patios at any time. Tampering with patio door lock and closing mechanisms is prohibited.

**APPLIANCES**

See *Electrical Equipment* section.

**BED RISERS**

Bed risers are allowed to create additional under bed storage for residences. In order for bed risers to be used, the following criteria must be followed. Bed risers must be made of high density polyethylene that holds 1,200 lbs. and the bed cannot be raised more than 6 inches. Bed risers may only be used on metal beds and may not be used when bunking beds. Bed risers made out of plastic, cinder block or PVC pipe are prohibited.

**BREAK HOUSING**

Room fees do not include the break between semesters. Residence halls and apartments are closed during these times. During winter break, students are required to be out by the designated date and time to avoid penalties. Date and time will be announced within a reasonable time frame prior to the break. Residences close 24 hours after the last scheduled exam at the end of each semester. The College does not guarantee break housing.

**CHECKOUT**

Residents are responsible for checking out with a staff member. Failure to checkout properly, or failure to clean a room, may result in a fine, in addition to labor and damage charges. Failure to vacate by designated times as established in closing information, may result in a fine. The RD will make the final inspection of the room and determine final damage/ fine charges. Students withdrawing during the academic year must set up a time with their Residence Director and be moved out of their room within 48 hours of withdrawing.

**DAMAGE TO ROOMS/PUBLIC AREAS**

Residence Life staff will inspect residences prior to, during, and at termination of occupancy. Students will be assessed for any damage, missing items, or cleaning costs to individual rooms and/or common areas (e.g., floor lounges, hallways, bathrooms) as determined by the RD. Common spaces are considered to be the responsibility of the residents of that building, unit, or floor. If individuals responsible for damage cannot be identified, the residents of the building, unit, or floor will become collectively responsible for the cost of repair or replacement. In situations
where the damages are extreme, repetitive or the unit is severely disruptive, the students may be subjected to the disciplinary process which may result in sanctions, including housing relocation to other residence halls.

**ELECTRICAL EQUIPMENT**
The use of electrical appliances is limited for safety reasons. Only small appliances with enclosed coils are permitted (i.e., corn poppers, coffee pots). Toasters are not permitted in residence halls but are allowed in apartments. Cooking of meals must be confined to apartment residence kitchens. Kitchens in residence halls are not intended to be used for regular meal preparations without prior approval through Disability Services and in conjunction with an approved meal plan exemption. In the residence halls, one student-owned refrigerator is permitted per room unless it is a quad room. In those rooms, one additional refrigerator is permitted. In apartments, only students in a five person apartment are permitted to have an additional refrigerator. The maximum allowed size for student owned refrigerators is 3.2 cubic feet in both the residence halls and apartments. The use of supplemental air conditioners (either window units or portable units), window-installed fans (other fans are permitted), freezers and supplemental heaters are prohibited in all residences. The use of compact fluorescent light bulbs (CFLs) is strongly encouraged. Any questions about the electrical capabilities of satellite housing should be directed to the Department of Facility Services. Students who damage the circuitry by over-loading it may be responsible for the cost to restore the system.

**EMPLOYEES IN THE RESIDENCE HALLS**
There are several types of employees (Residence Life, Safety, Maintenance/Facilities, Campus Events) who enter residence hall spaces to do specific work needing to be addressed in residence halls and apartment sections. When the employee is of the opposite gender of a floor, and their work does not require immediate action, the employee will wait until 9 am to enter the floor. While employees announce their presence, they may be working on the floor for an extended period of time. Out of courtesy for these staff regularly in the halls, students are asked to wear more than only a towel when entering and exiting public restrooms. Out of courtesy for students, Campus Events workers will refrain from cleaning bathrooms until at least 10 am and Campus Events and Maintenance/Facilities will refrain from noisy projects on residential floors/sections until at least 9 am, whenever possible.

**FURNITURE STACKING AND STADIUM SEATING**
Furniture that is not constructed for stacking may not be stacked. Metal beds may not be stacked three high. Stadium seating of couches or other furniture is prohibited.
GUESTS/VISITORS IN RESIDENCE HALLS

Minor Guests in College-Owned Student Housing
Minor guests are defined as anyone under the age of 18 years old.

Baby-Sitting. No baby-sitting is permitted by students in residence halls, apartments, or other College-owned student housing.

Unrelated Minors. A child who is unrelated to a student is allowed to visit a student’s room or stay overnight in College-owned housing if he/she meets all of the following conditions: the child (1) is 15 years of age or older, (2) is invited to do so by the host student, (3) is the same gender as the host student, and (4) the parent/guardian has filled out the online liability release and medical permission form found as a quicklink here: http://www.messiah.edu/info/20567/department_of_safety.

Any visitor staying overnight must sleep in a student's room, and not in a public lounge or individual floor lounge.

A child who is unrelated to a student and is under the age of 15 years may visit College-owned housing if he/she is invited to do so by a host student. The child may not stay overnight, but may visit public lounges during the normal visitation hours for the residence.

Family/Related Minors. A child who is related to a student may stay overnight in College-owned housing if he/she meets all of the following conditions: the child (1) is 12 years of age or older, (2) is invited to do so by the host student, (3) is the same gender as the host student, (4) is actually under the supervision of the student family member, and (5) the parent/guardian has filled out the online liability release and medical permission form found as a quicklink here: http://www.messiah.edu/info/20567/department_of_safety.

Campus Apartments/Special Interest/Off Campus Housing. Invited visitors may visit non-bedroom areas of campus apartments, special interest and off campus houses daily from noon to midnight.

Exceptions. This policy will not apply to summer conference groups, sports and other camps.

Adult Guests in College-Owned Student Housing. Adult guests (i.e. age 18 or older) are welcome in College residences subject to the following guidelines provided they are invited and accompanied by a Messiah College student. Except as noted below, guests are permitted in individual living areas of the opposite gender only during scheduled visitation hours.
Students are expected to maintain respect for the concerns of their roommate(s) when guests visit. You may be held responsible for any damage to college property caused by your guest. As a host, you are responsible to explain:

1. College regulations (e.g. vehicle use)
2. Community behavioral standards (e.g. visitation hours, alcohol and tobacco use)
3. Emergency procedures

**Peers.** Student-aged guests may stay overnight for up to three nights (with a maximum of six nights on campus per semester) with the approval of other residents of the room, apartment, or special interest house. Messiah College students may stay overnight in the room or apartment of another student of the same gender for up to three successive nights with the permission of the other residents. Current Messiah College students who do not pay for on-campus housing are expected to limit their stays anywhere on campus to six nights each semester.

**Parents/Family.** Adult immediate family members who are visiting from off campus may briefly visit the room or apartment of students during non-visitation hours. Family may stay overnight with a student of the same gender for up to three successive nights (with a maximum of six nights anywhere on campus per semester) with the approval of the other residents of the room, apartment or special interest house.

**Other Adult Guests.** Any other adult guests, who are not peers or immediate family, may briefly visit the room or apartment of students, but only during visitation hours. At any other time, they are to meet informally with students in public spaces or common areas (e.g. public residence hall lounges).

Any guest who fails to adhere to Messiah College rules is subject to removal from the College premises. The College reserves the right to limit guest privileges and asks visitors to limit the frequency and duration of campus appointments. Abuse of these privileges may lead to restriction or withdrawal of the visitor’s right to access campus.

**HAMMOCKS**
Students are permitted to hang hammocks around campus utilizing the following parameters. Students choosing to hang hammocks do so at their own risk. The College is not responsible for the suitability and stability of trees and limbs from which students choose to hang their hammocks. Students are solely responsible for choosing appropriate trees/limbs and hanging and maintaining their hammocks according to manufacturers’ guidelines. Hammocks may not be hung from man-made structures or devices and cannot block walkways, entrances, or prevent Facilities and
Grounds from completing their work. Care should be given to not damage trees or property and to choose trees that are stable and healthy. Hammocks must be hung at a height of six feet or less when empty. It is within the College’s right to remove any hammocks not abiding by the aforementioned policies.

HOUSING APPEALS
If a student wishes to appeal how a housing policy or decision affects him or her personally there are two venues to pursue an appeal:

1. Housing Appeals Board – The housing appeals board will be made up of Student Review Board members. The Board hears situations from students who wish to appeal a housing standard for housing sign-ups.
2. The Associate Dean of Students – considers all appeals that are not related to housing sign-ups as well as any appeals requesting that a Housing Appeals Board decision be overturned.

Housing Appeals Process
1. A student wishing to appeal must submit a written appeal within five business days of the date of the decision of the Assistant Director of Residence Life-Housing or the Housing Appeals Board. Appeals submitted to the Housing Appeals Board should be submitted to the Assistant Director of Residence Life-Housing. All other housing appeals should be submitted to the Associate Dean of Students. The criteria for granting appeals are as follows:
   a. A procedural error or irregularity materially affected the decision of the housing appeals board or the Assistant Director of Residence Life-Housing
   b. Previously unavailable information is produced which will materially affect the decision of the appeal officer or body
   c. The decision imposed will hinder the student’s ability to continue as a student at Messiah College
2. In all cases, the decision of the Associate Dean of Students will be final.
3. The officer or body hearing the appeal has the option to decide the case solely upon written material provided by the student, or may examine evidence and interview the student.
4. The officer or body hearing the appeal may uphold or overturn the original decision. A written decision will be rendered within seven working days of the conclusion of the review process.
KEYS TO RESIDENCE HALL/APARTMENT

Keys must not be duplicated or given to unauthorized individuals. In the event a key is lost, it is to be reported immediately to the Residence Life Office. When a key is lost the door to the room will be re-cored and all of the residents will receive new keys. Replacement of lost, stolen, or misplaced keys will be done at a cost of $75 per key. This charge will help offset the cost of re-keying the room or apartment and issuing replacement keys for other roommates. The College reserves the right to re-key a room in a timely manner. A student charge for a lost key once a room has been re-cored still stands even if the student sends the key in the mail.

LIABILITY IN RESIDENTIAL LIVING

The College does not assume responsibility for student-owned property in any location at any time. Occupancy of a College-owned residence does not establish a landlord-tenant relationship between the student and Messiah College.

LOCKOUTS

Students are expected to carry their ID card and residence key with them at all times. Students who get locked out of their residence during evening hours (7:00 pm-7:00 am) should contact a Residence Life staff member through the building RA on clock number for assistance. During daytime hours (7:00 am-7:00 pm), if an RA cannot be easily found, call the Department of Safety at x6005. If an officer is available, they can come to assist with the lockout. A small fee may be assessed for those who forget their keys.

LOUNGES

Twenty-four hour common areas are provided for group interaction, study, and socialization. It is expected that sleeping or inappropriate displays of affection not occur in lounges. Common lounges should remain neat and clean.

MARRIED STUDENT HOUSING

The College does not provide housing for married college students.

MEAL PLAN

All residents of traditional residence halls are required to purchase a meal plan. Residents of campus apartments are encouraged but not required to purchase a College meal plan. Details may be found in the Dining Services section of the handbook.

PERSONAL ITEMS IN SHARED PUBLIC SPACES

Recognizing that our spaces are shared with fellow residents and out of consideration of others (including our campus events staff who clean),
personal items are not to be left in lounges, study rooms, hallways, stairwells and bathrooms.

**PERSONALIZING ROOMS**

Messiah College extends the privilege of personalizing individual rooms which enhances an enjoyable living environment consistent with the philosophy of the College community.

1. Occupants are expected to keep their rooms clean. This includes regularly taking out the trash; laundering clothing, sheets, and towels; cleaning dishes; removing outdated food; and keeping floors easily navigable. Vacuums are available for student use in each residence hall. Over breaks where the College is closed, rooms are inspected for health and safety concerns.

2. Items not in keeping with the character of the College are not to be displayed in student rooms or on College property. This includes wall coverings involving nudity or morally objectionable or socially offensive material, stolen property, containers for alcoholic beverages, and other alcohol- or drug-related paraphernalia (signs, posters).

3. Mounting items on walls should be done with care to return the room to its original condition. For fire safety reasons, wall decorations and coverings should be kept to a minimum. All decorations must be a minimum of three feet away from any fire safety system (extinguishers, strobe lights, detectors, sprinklers, etc.). Sticky tack and 3M products are encouraged for hanging and should be used according to manufacturer instructions. Tacks should only be used on bulletin board material. Nails, screws, bolts, tape (including duct tape), or other adhesives which cause damage or leave sticky residue on the surface may not be used and could result in damage fees.

4. All personal furnishings brought into a room must comply with fire safety codes.

5. Residents are expected to accept the responsibility for the maintenance of their rooms and for damages and replacement of missing items. Students should submit work orders through FALCONLink and/or notify their RA of any maintenance needs in their room.

6. Student rooms, lounges, and hallways are painted and updated according to the maintenance schedule. Special requests for painting or alterations can be directed to the Department of Facility Services. Students are not allowed to paint the student rooms, apartments, or special interest houses. Any improvement made to College-owned housing becomes the property of the College.

7. Students are not to tamper with electrical wiring, switches, outlets, or fixtures, or to cover or remove their room numbers.
8. Only white lights are to be used in ceiling lights.
9. Removal of College provided furniture from students’ rooms is prohibited. Students will be charged for missing or damaged furniture.
10. Tampering with College property is prohibited. Screens are to remain in place and fire equipment is to be used only for intended purposes. Removing furniture from public areas is prohibited. In residence halls with false ceilings, tiles are not to be removed for any reason, even temporarily. Students found tampering with College property could be fined.
11. Hanging items from the ceiling, ceiling tiles, or pipes is prohibited. This includes but is not limited to fabric, flags, and hammocks. Christmas lights may be strung across the ceiling but must be attached on the walls, not on the ceiling or lights. No more than three strands can be strung together continuously.
12. Waterbeds and excessively heavy items are not permitted in student rooms unless they are needed for documented medical reasons.
13. The construction of “loft” beds by residents is prohibited.
14. Beds may not be triple bunked unless a student has wooden furniture with pins that is designed for triple bunking.
15. Rooms are not to be set up in a way where fully private spaces are created by arranging beds, sheets, etc. When standing at the entrance of a room at least a portion of the back wall should be in plain view.
16. Students are not permitted to hang anything out of their residence hall/apartment window. This includes but is not limited to flags.
17. Christmas decorations in residence halls/lounges may be put up after Thanksgiving recess, but must be taken down and properly disposed of prior to students leaving for Christmas break.
18. 3D printers are prohibited in college residences due to safety concerns.

PETS

Animals may not be kept in College residences with the exception of small, non-carnivorous fish in aquariums of 30 gallons or less. Since pets are not allowed in residences, guests with pets desiring to visit a Messiah student are strongly encouraged to leave their pet at home. The College reserves the right to require people to remove animals from residences. The College is not responsible for finding an appropriate location for the pet to be outside of the residences.

QUIET HOURS

Messiah College is committed to providing an atmosphere within College residence halls and campus apartments that supports the achievement of academic excellence. Quiet hours have been established to provide residents with adequate opportunity to study, reflect, and sleep all of which
are necessary for a successful academic environment.

**Quiet hours are:** Sunday through Thursday, 10:00 pm–10:00 am
Friday and Saturday, midnight–10:00 am

During quiet hours all students and other persons in and around residences are expected to refrain from making or causing noise, or any other disruption, which infringes upon the rights of residents to study, reflect, or sleep. For purposes of clarity, any noise from student rooms or apartments which can be heard in adjoining rooms or apartments will be considered a violation of the quiet hours policy. Likewise, any noise in the hallway or outside a residence that disturbs someone in a residence will be considered a violation of the policy. Quiet hours are in effect 24 hours a day during finals, beginning the evening of reading day.

Because of the diversity of schedules and lifestyles of students, individual needs for study, reflection, or sleep do not always correspond with enforced quiet hours. In the spirit of courtesy and in light of the academic nature of our institution, the need and/or desire for a quiet atmosphere takes precedence over an atmosphere of noise. The playing of musical instruments in residences must also be done within the bounds of courtesy. Students are expected to communicate with one another about their needs when quiet hours are not in effect.

In any situation involving differences of opinion regarding quiet and courtesy hours, all parties involved are expected to demonstrate understanding and civility toward one another and attempt to resolve conflicts among themselves prior to involving the Residence Life staff.

**ROOM/APARTMENT CONDITION INVENTORIES**

Each residential student will be given the opportunity to assess the condition of their room/apartment on a college-provided Room/Apartment Condition Inventory form. Since students are held responsible for the condition of the room at move-out, students are strongly encouraged to note in detail on this form at the time of move-in all wear, damages or concerns within their residence (including college-provided furniture). Any discrepancies and/or damages found at move-out, including failure to properly clean, will result in fines assessed by the Residence Directors (RDs), not Resident Assistants. For students checking out in May, a final check by RDs of student rooms will occur the week following commencement. If fines are being placed on their student account related to the condition of the room, students will be emailed by their RD informing them (typically within one week of move out). Please note, students who disagree with the assessment and/or fine of their residence upon checkout may choose to file an appeal by politely emailing
their RD within the stated timeframe. An appropriate appeal respectfully articulates points of variance, desire for clarification, and/or further understanding. Appeals that communicate disrespect in any manner (i.e. use of expletives, threats, belittling, raised voice, etc.) will not be considered. Additionally, appeals received after the date specified in the email from the RD will not be considered.

**ROOM/APARTMENT ENTRY**
The College reserves the right to enter and inspect rooms and apartments for maintenance needs and health or safety reasons. The College reserves the right to enter rooms and apartments for the purpose of enforcing compliance with College policies and/or state and federal laws and to investigate suspected violations thereof.

**ROOM CHANGES**
Room changes within a residence may be made with the consent of the Residence Director and the approval of the Assistant Director of Residence Life-Housing. If a room change is requested because of a roommate conflict, residents are expected to first work toward reconciliation with the help of the Residence Life staff before a move will be initiated. The College reserves the right to move students for appropriate reasons. Once assignments have been made, students are expected to reside in the room to which they have been assigned. Students may stay overnight in the rooms or apartments of other students of the same gender for up to three successive nights. Any unauthorized room changes will result in the student being charged up to $200 and the student may be required to return to his/her original room.

**ROOM OCCUPANCY**
The College reserves the right to assign additional residents to individual rooms in the event of increased enrollment (e.g., supplemental housing). The College reserves the right to make housing adjustments during the summer based on fluctuations in enrollment. Students will be notified over the summer if impacted by such changes.

**ROOM RATES**
Room rates are posted on the Residence Life website. Room rates are based on the time when classes are in session. Charges for occupancy of rooms at any other time may be assessed.

**SMOKING**
Messiah College is a smoke-free campus. Smoking of any kind, such as the use of e-cigarettes (“vaping”) and hookahs, is not permitted anywhere on campus, including residence hall rooms.
STORAGE
Messiah College provides opportunities for on-campus residents to store (at no additional charge) personal belongings during the academic school year when residents live over three hundred miles away from campus and have brought items that do not fit well in their residence hall rooms/apartments.

Messiah College provides opportunities for on-campus residents to store (at no additional charge) personal belongings during the summer when residents live over three hundred miles away from campus, will be returning to live on campus during the following academic year, and cannot bring certain items back and forth between home and campus during these months.

All on-campus residents who wish to gain access to storage during the academic school year or summer must apply for storage tags through the Residence Life Office by filling out the storage form located online. Residents will not receive a confirmation or approval from these offices and are individually responsible for following up by going to the Residence Life office to pick up their storage tags.

Items that do not have the approved/correct tags from the Residence Life office will not be accepted for storage.

Students assume full responsibility for items placed in any storage area. The College will make any reasonable effort to protect student property; however, it is not in any way liable for the loss, theft, or damage to any property while in storage. Messiah College is also not responsible for damage or injury that may be caused by breakage, leakage, or obstruction of pipes, electrical systems, or loss of computer programs because of electrical surges, or by latent building system defects not known by Messiah College.

Messiah College Residence Life provides free storage as a hospitable privilege to on-campus residents who meet the above noted criteria. The College reserves the right to discontinue a resident's use of storage if he or she does not comply with the policies related to storing items on campus. All storage items that are not taken out during the mandatory take out times, do not have tags, or are left in storage after a student has graduated will be thrown away or donated. Messiah College will not send forgotten items to residents after they have left for the summer or because of graduation.

Retrieving Your Items
You may retrieve your items at the beginning of each semester at posted
times. Access will not be given during the summer.

NOTE: Items that remain in storage for more than 30 days after permanently leaving on-campus housing or student status (i.e. transfer, graduation, etc.) will be disposed of after the College has once made a reasonable effort to contact the responsible person.

SUPPLEMENTAL HOUSING
Supplemental Housing is housing that supplements the regular housing inventory in our first year residence halls of Bittner, Naugle and Witmer. Supplemental housing will be provided as supplemental triple rooms which are double rooms that are re-configured to accommodate three residents. The furniture provided includes one set of bunk beds that may be bunked two high and one lofted bed and there are three dressers, desks, and desk chairs for the residents of the room. Residents share two closets and bookshelves.

The assignment is intended to be temporary; however, a resident can remain in supplemental housing for up to the entire semester or longer if the college does not have a sufficient number of rooms in the housing inventory to reassign the student to a permanent space or if all three residents choose to stay in a supplemental triple room.

Room Rates
For the 2018-2019 academic year a supplemental triple initially costs $2,785 per semester and $5,570 for the year, however, students will be given credit on their student account for the days they live in a supplemental triple room. If a student is a supplemental triple room for an entire semester the student will receive a $925 credit. Here is a schedule of when the credits will be given:

<table>
<thead>
<tr>
<th>Percentage of the semester</th>
<th>Credit given</th>
<th>Fall date credit is assessed</th>
<th>Spring date credit is assessed</th>
</tr>
</thead>
<tbody>
<tr>
<td>25%</td>
<td>$230</td>
<td>September 21, 2018</td>
<td>February 1, 2019</td>
</tr>
<tr>
<td>60%</td>
<td>$325</td>
<td>November 9, 2018</td>
<td>March 8, 2019</td>
</tr>
<tr>
<td>60%</td>
<td>$75</td>
<td>November 9, 2018</td>
<td>March 8, 2019</td>
</tr>
</tbody>
</table>

This credit is only given if the students have not
been given the option of untripling

<table>
<thead>
<tr>
<th>100%</th>
<th>$370</th>
<th>December 14, 2018</th>
<th>May 17, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total credit</td>
<td>$925</td>
<td>2018-2019</td>
<td></td>
</tr>
<tr>
<td>Total credit if untripling is not offered</td>
<td>$1,000</td>
<td>2018-2019</td>
<td></td>
</tr>
</tbody>
</table>

If students untriple on dates other than the dates listed above they will be given a daily credit for the number of days they actually lived in a supplemental triple room.

Room rates are based on the type of room, not the number of occupants in a room. If, for example, only one student is living in a double room the room rate will remain at the double rate. If a student moves out of a supplemental triple and the furniture is removed, the room becomes a double and the students remaining in the double room will not receive any additional credits for being in a supplemental triple room. If students untriple on dates other than the dates listed above they will be given a daily credit for the number of days they actually lived in a supplemental triple room.

If a student chooses to stay in the supplemental triple after being offered a permanent space, the student will continue to receive the supplemental triple credits.

If the College deems it necessary to keep a resident in a supplemental space due to insufficient number of rooms in the housing inventory; the student will receive a $75 credit after 60% of the semester has passed.

**Changes to Supplemental Housing**

The goal is to have all students in supplemental housing move to permanent housing. Once a student has been provided his/her new assignment, she/he is expected to move within seven days. If a student needs additional time, please contact the Residence Directors of both buildings (old hall and new hall) to arrange a time. A student may request to remain in the supplemental triple for the school year; however, all occupants have to agree to the conversion to a permanent space. If all occupants agree to stay,
the rate remains the same for the remainder of the school year. If the number of room occupants decreases as spaces become available, the rate will increase to reflect that status.

**SUSPENSION**

Students who are suspended due to academic performance or for disciplinary reasons will have two days upon notice of suspension to remove all personal belongings from any college housing. If extenuating circumstances exist that prohibit said removal, the student must notify the Residence Director to seek an extension. Personal possessions remaining in the residence after the designated time will be disposed of as appropriate under the circumstances.

**TRASH, RECYCLING AND COMPOST DISPOSAL**

Students are expected to provide their own trash and recycling bins in their rooms (recycling bins are provided in apartments). Personal composting buckets are available to students at no cost from the Office of Sustainability. Compost buckets are limited to one per room/apartment and individuals are responsible for emptying the contents and returning the bucket at the end of the academic year in order to not incur a fine. Students are responsible for taking their trash, recycling, and compost to the designated locations outside of their residences. It is not appropriate for students to leave trash, recycling, or compost in the hallways or to empty their trash, recycling, or compost in public bins in places such as the kitchens, bathrooms, and lobbies. Students are strongly encouraged to follow this in order to avoid a fine or further action by the College. If no ownership is taken for trash, recycling or compost in public places the entire floor/apartment/section could be fined.

**VISITATION**

The purpose of visitation guidelines is to maintain appropriate boundaries for students and to provide space and time for adequate study and rest.

**First-Year Residences:** In first-year housing, public lounges (main lounges) are open to visitors 24 hours a day. Individual floor lounges are subject to regular first-year visitation hours which are as follows:

- **Sunday** 12:00 p.m. – 10:00 p.m.
- **Wednesday** 4:00 p.m. – 10:00 p.m.
- **Friday** 4:00 p.m. – 1:00 a.m.
- **Saturday** 12:00 p.m. – 1:00 a.m.

**Traditional Residences:** In traditional residence halls, public lounges (main lounges) are open to visitors 24 hours a day. Individual floor lounges are subject to regular visitation hours which are as follows:
Sunday      12:00 p.m. – 10:00 p.m.
Monday      4:00 p.m. – 10:00 p.m.
Wednesday  4:00 p.m. – 10:00 p.m.
Friday      4:00 p.m. – 1:00 a.m.
Saturday   12:00 p.m. – 1:00 a.m.

During visitation in residence halls, doors of student rooms must be kept open at least 24 inches, lights must be kept on, and behavior must be appropriate. All residence halls have 24-hour visitation in their main lounges for residents of the respective building. To maintain privacy and safety, talking through room windows to members of the opposite gender is not permitted during non-visititation hours. Visitation hours may be adjusted for special weekends and events.

**Campus Apartments/Special Interest/Off-Campus Housing:**
Visitors of the opposite gender are permitted in the non-bedroom areas of Fry, Mellinger, Smith, Kelly, special interest, and off-campus houses Sunday – Thursday from noon–midnight and Friday - Saturday from noon – 1:00 a.m.  Behavior must be appropriate and lights must be kept on during visits from the opposite gender. Visitors of the opposite gender are not permitted in bedroom areas of the apartments, special interest, and off-campus housing at any time. For the purposes of this policy, a room that was designed as a bedroom is considered a bedroom even if the furniture has been rearranged to use the room for other purposes.

**WATER FIGHTS/HALLWAY SPORTS**
Because of potential damage to people and property, water fights and throwing balls or other objects in or near residences is prohibited. Throwing water (or any other material) at anyone who is not voluntarily participating in an outdoor activity is also prohibited.

**WINDOW SCREENS**
Window screens must be secured at all times. You may be charged for the replacement of damaged, removed, or missing window screens from your room. If you have concerns regarding the screen in your room, you should immediately submit a work order and/or inform your Resident Assistant.

**WITHDRAWING**
Students withdrawing from the College must move out of the residence hall within 48 hours of submitting withdrawal forms to the Registrar’s Office.
It is the student’s responsibility to coordinate a check-out time with their Residence Director. Failure to check out or move-out within the 48 hour window will result in improper check-out fines, in addition to card access and meal plan access being shut off. See additional withdrawal details in the Academic Policies section of the Student Handbook.

SAFETY AND SECURITY

ELECTRICAL SAFETY

Safety steps to prevent and reduce the risk of electrical fires in student housing include:

- Purchase and use only UL-rated electrical appliances and power cords. (Do not bring on campus “home-made” cords)
- Do not “piggy-back” extension cords.
- Use power strips with an over-current protector that will shut off power automatically if there is too much current being drawn.
- Never “piggy-back” power strips by plugging one into another.
- Power strips must be directly plugged into the wall outlet.
- Do not tack or nail an electrical cord to any surface, or run cords across traffic paths, under rugs or furniture.
- Use light bulbs with the correct wattage for lamps. If no indication is on the product, do not use a bulb with more than 60 watts.
- Keep all electrical appliances and cords safely away from bedding, curtains and other flammable material.
- Unplug small household appliances when not in use and all electronics when away for extended periods.
- No triple adapters or cube adapters are permitted. They do not have the appropriate over-current protection or reset capabilities.

Though it may seem like an inconvenience, Messiah’s list of prohibited items is also important to follow. In Residence Halls, only small appliances with enclosed coils are permitted (i.e. corn poppers, coffee pots). Restricted appliances/items include:

- Hotplates
- Refrigerators larger than 3.2 cubic feet
- 5-light floor and desk plastic five shade lamp
- Toasters & toaster ovens

Students living in apartments & satellite houses should also take caution
when cooking. Stove burners, tabletop grills, toasters, and other appliances that heat up should never be left unattended. Some toaster ovens get hot enough to ignite notebooks and any loose papers they come in contact with, so keep counters clear and always unplug the appliance after use.

Older wiring and outlets in student housing may not be able to handle the increased electrical demand of today’s college student. If use of a device frequently causes power to trip off, or if its power cord or the outlet feels hot, it should be disconnected immediately and the condition reported to the Department of Facility Services immediately (ext. 6011). Never attempt to alter a three-prong plug to fit in a two-prong outlet. Doing so can result in severe injury and damage to your appliance.

It is important to know evacuation procedures and emergency exit locations in the event of a fire. Fire alarms should always be taken seriously, never ignored or taken casually as a drill. Smoke detectors should never be disabled and sprinklers should never be tampered with. If a fire alarm sounds, residents should calmly and quickly follow practiced procedures and immediately exit the building. Doors should be closed behind you to prevent fire spread.

RESIDENCE SECURITY
Students are responsible for their own possessions, and the College assumes no liability for the loss of items from students’ rooms, lockers, or campus buildings. While the College takes reasonable measures to prevent theft, individual students must take the responsibility to keep room doors locked. Access to residences is controlled by ID cards. Residential students can swipe into their own residence hall 24/7 and into other residential spaces during visitation hours. Unauthorized entry, using someone else’s card, or tampering with the system, entering or exiting through windows, or propping doors open when they are supposed to be locked will result in disciplinary action.
Students should report any potential security problem to the Department of Safety as soon as possible.

SERVICES

GRILLS
Students are permitted to use public grills that are located throughout campus. Only charcoal pretreated with starter fluid is permitted to be used. Liquid starter fluid is not permitted to be used, nor stored in any college housing.
For larger events, portable BBQ grills are available and may be requested
through Dining Services (Catering Request forms found on the Dining Services website). Personal grills are not permitted to be used on campus including the Satellite houses. Building and Property Services will routinely clean the grills after use.

**LAUNDRY FACILITIES AND SERVICES**

Laundry facilities are available in each residence hall or apartment building. Laundry fees are included in the housing cost of campus residents. When machines malfunction, students may call the posted 1-800 number. The College assumes no responsibility for damage to clothing resulting from use of the laundry facilities.

**MAINTENANCE AND REPAIRS**

Students should report routine repair needs to Building and Property Services. Non-urgent requests should be called to extension 6011 or (717) 691-6011(facilities hotline). Emergency situations should be reported to Dispatch. Students should be aware that maintenance personnel may be on residence floors during non-visititation hours. Maintenance will generally notify residents when they will be working in rooms or apartments.

**PHONES AND PHONE MAIL**

The College supplies a campus telephone in all lounge areas of our traditional residences. Calls to the local area of the college are free. All long distance and international calls will require the student to use a calling card that accesses an 800 number to place the call.

Each telephone can be called directly from off campus, or, while on campus, students may simply dial the four-digit extension. Each telephone also has an answering system. Phones are available for individual rooms upon request.

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**STUDENT SEARCH POLICY**

**POLICY**

The College reserves the right to enter student rooms for maintenance reasons and to enter rooms or apartments for the purpose of compliance with College rules and/or state and federal laws.

1. **Purpose**

The purpose of this policy is to establish procedures governing searches to which Messiah College students may be subject. A primary consideration is balancing a student’s right to privacy with the College’s need to enforce applicable laws and rules. Concern for the well-being and safety of individual students and the College community, as well as reasonable
protection of student privacy rights, should govern all decisions regarding student searches.

2. Areas and Property Subject to Search
Any area or property located on Messiah College premises and under the control or custody of a full-time or part-time student is subject to search. Included in this definition are (a) College-owned buildings and residences, (b) student-owned, operated, or controlled motor vehicles located on College premises, and (c) any personal property located or contained in these structures or vehicles. Student housing contracts issued by the Office of Residence Life and Housing reserve the College’s right to enter and inspect residential space at any time for maintenance needs or for reasons of health and safety. These contracts also permit the College to enter and search any residence hall space in an emergency or if there is reasonable cause to believe a violation of College policy, local, state, or federal law are occurring.

3. Justification for Search
Any search conducted by Messiah College personnel must be based upon one or more of the following grounds: emergency, health and safety considerations, or suspected violation of College policy or local, state, or federal law. A search may be authorized under the following conditions:

a. Voluntary Consent. In most circumstances, it is desirable to obtain the prior voluntary consent of the person having control or custody of the area or property to be searched. While the student housing contract reserves broad authority for a search by College personnel, consent normally is to be sought prior to initiating a search. Consent by one roommate to the search of jointly occupied residential space is adequate even if other roommates are absent.

b. Reasonable Suspicion. It is the responsibility of the Department of Safety to decide if there is a substantial likelihood that evidence of unauthorized activity will be located in the place to be searched. This decision may be based on any credible information developed during ongoing investigation, received through indirect means, or reported by Residence Life personnel or other College students or employees. The Department of Safety is to evaluate all information for reliability and relevancy prior to requesting authorization to conduct a search.

c. Plain view. Evidence of a violation of either College policy, local, state, or federal law, or which indicates health and safety concerns, may sometimes be observed in plain view within a residential space or vehicle. Evidence which is seen in plain view may be seized and will
justify a search of the area in which the evidence is located.

d. **Emergency.** Immediate entry without student consent is appropriate in emergency situations where pressing necessity or urgency require prompt action. In such a situation, delay might jeopardize the health and safety of a person or result in concealment, disposal, or destruction of evidence of unauthorized activity. Emergency conditions may justify a frisk or pat down search by a Department of Safety officer, as described below:

i. A frisk or pat down of a person is a permissible search in specific circumstances where an officer’s safety may be compromised. The search is limited to weapons and is not a total body search of a person. It is a non-intrusive pat down of an individual for the limited purpose of locating weapons on his/her person.

ii. If it is reasonably believed that a person is carrying a weapon AND the circumstances are such that the officer is in fear for his/her safety, the officer may conduct a non-intrusive pat down search of the person involved. It is recommended that the officer have another officer or a member from the Residence Life staff present when conducting this search. However, if neither is immediately available and the situation is such that it is of an emergency nature, the pat down may be conducted in their absence. The officer then is responsible for completing a full report articulating the exact circumstances surrounding the situation, including why he/she believed a brief search was reasonable when weighed against the student’s privacy interests.

iii. If it is reasonably believed that a student is concealing evidence of unauthorized or illegal activity on his/her person, it is permissible for the officer to ask the student to empty out his/her pockets and/or turn them inside out. If the student refuses, the officer is authorized to contact the local police for their assistance with the incident. The officer will complete a full report articulating the exact circumstances surrounding the situation.

e. **Vehicle Searches.** By registering a vehicle at Messiah College, the owner/operator consents to a search of the vehicle if there is reasonable suspicion that there is substantial likelihood that contraband or evidence of activity that violates a college policy or local, state or federal law is inside the vehicle. If the owner/operator refuses to honor consent for this search, parking privileges will immediately be revoked for the remainder of the academic year. The owner/operator of the vehicle will be directed to remove it from campus immediately and will be informed not to bring it back onto campus or it will be towed at his/her expense. Refusal to honor consent
will be weighed as evidence in a pending disciplinary hearing.

4. **Scope of Search**

Any search conducted by Messiah College personnel will be reasonable, and will be limited to items of evidence related to one or more of the grounds for which a search is justified. A search will be no more broad or intrusive than reasonably necessary to locate the evidence sought.

5. **Searches by Messiah College Personnel**

   a. No search, whether consensual or non-consensual, shall be undertaken without the prior approval of the Student Affairs On-Consult Administrator unless emergency conditions are present or in cases where alcohol is found/seen in plain view in the room and/or a positive breathalyzer test reading (greater than a 0.00) is indicated on the person’s breath (as verified by alcohol breathalyzer). In these circumstances, a search may be undertaken without prior approval of the Student Affairs On-Consult Administrator.

   b. All searches shall be conducted by Department of Safety personnel. Whenever possible, the Department of Safety officer shall be accompanied by a Residence Director or Student Affairs On-Consult Administrator.

   c. Whenever possible, a Department of Safety officer should not search the residence of a student of the opposite sex unless accompanied by a Residence Director or Department of Safety officer of the same sex as the student.

   d. A written report describing justification, conduct, and results of a search will be provided to the Vice Provost/Dean of Students and Department of Safety Director within 24 hours of the search.

   e. A search by Messiah College personnel which discloses any item reasonably believed to constitute a controlled substance or drug paraphernalia, regardless of quantity or type, will result in an off-campus law enforcement agency being contacted. Department of Safety personnel will secure the site and remain at the scene pending arrival of a law enforcement officer, who will assume jurisdiction over the incident.

6. **Searches by Law Enforcement Agencies**

A search may be made by a municipal or state police officer, sheriff, or federal law enforcement officer only pursuant to warrant or under circumstances in which a search without a warrant is legally permissible. No Messiah College personnel will assist in the search but a Department of Safety officer will accompany the searching officer. The Department of Safety officer is responsible to notify the Student Affairs On-Consult Administrator as soon as possible that the search has occurred.
7. Seizure of Property
Items which constitute evidence which is discovered in plain view or as a result of a permissible search may be seized for use in College disciplinary proceedings and/or local, state, or federal criminal proceedings. A receipt shall be given to the person from whom the property was seized, or left on the premises in a conspicuous place. Confiscated items include, but are not limited to alcohol, drugs, paraphernalia, weapons, candles, road signs without proof of purchase, etc.

8. Authority
The Department of Safety shall have final authority for the conduct of all student searches other than those initiated or assumed by off-campus law enforcement agencies.

Policy Maintained by Office of Residence Life
Revised May 2013

MISSING STUDENT PROTOCOL

If a member of Messiah College community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the Department of Safety at 717-691-6005. The Department of Safety will generate a missing person report and initiate an investigation. No later than 24 hours after a student is determined missing, the Department of Safety will notify law enforcement, the student’s confidential contact and the Office of the Associate Dean of Students. If a student is under 18 years of age and not emancipated, the missing student’s parents will be notified by the Office of the Associate Dean of Students or designee no later than 24 hours after the student is determined missing. Other campus offices who have a need to know (i.e. Department of Residence Life) will also be notified.

Students residing in on-campus housing have the option to identify confidentially an individual to be contacted by the Residence Life department in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the Residence Life department will notify that individual no later than 24 hours after the student is determined missing. Students are encouraged to register this confidential contact via SelfService on FALCONLink on the web. A student’s confidential contact information will be accessible only by authorized campus officials and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.
Commuters are a vital part of the Messiah College community. More than 250 full- and part–time undergraduate students live off campus and commute from home during any given academic year. We recognize that commuting students possess different needs than residential students. From managing multiple life roles, to balancing academic with family commitments and work demands, to finding reliable transportation, commuters carry a lot. Because a majority of Messiah students are residential, it may feel like their needs are privileged over and above those of commuters. This is not true. Messiah College is committed to providing equitable access to all college services, engagement opportunities and the total educational process regardless of where a student lives.

This means academic support services (e.g. the Writing Center), student government representation, clubs and organizations, internships, chapel, campus laboratories, library facility, musical and theatre performances, exercise areas, and much more, are all available to commuters. There is also a commuter student lounge located in the basement level of Mountain View Residence Hall.

A Commuter Student Liaison and administrative support for commuters exists within the Office of Student Involvement and Leadership Programs which is located on the second floor of Larsen Student Union. Questions from commuters can be directed to Julie Cline at (jcline@messiah.edu) or Sheryl Scaramuzzino (sscaramuzzino@messiah.edu) or by calling 717-766-2511, ext. 5240.

**COMMUTER CRITERIA**

**Commuter Definition:**

A commuter student is a student who is living locally (within a 50-mile distance) and at least one of the following criteria applies:

1. The student is living locally with parents.
2. The student is living locally with family members (i.e. grandparents, aunts/uncles).
3. The student is classified as having independent status by the Office of Financial Aid and is living locally.
4. The student has non-traditional status (23 years of age and over or married).
Process:
If you meet any of the above criteria, your commuter status is valid for the academic year. You will need to sign a housing contract online via The Nest (www.messiah.edu/TheNest) and this will notify the Office of Residence Life of your status. Your contract will include a copy of the policy and it will ask you for your local contact information. If you do not meet the above criteria, you are expected to live on-campus based on the College’s on-campus residency requirement. Additionally, if the granting criteria change you must notify the Office of Residence Life and may be subject to meet the on-campus residency requirement. If you have questions, please contact our office at 717-796-5239.

OFF CAMPUS HOUSING

POLICY
Messiah College is primarily a residential campus. All single, full-time students under the age of 23 are required to live on campus. Exceptions to the residency requirement are granted to students who meet the above commuter criteria. Junior and senior students may apply for an exception to the residency requirement. Exceptions are very limited and are generally granted when living on-campus is prohibitive to a student’s enrollment. Some examples of reasons include: financial hardship as verified by the financial aid office, medical reasons, special diet, etc. In order to be considered for this exception, junior and senior students must complete the below process.

APPLICATION PROCEDURE
1. Meet the minimum credit hour requirement (57 credits not including AP or CLEP by the end of your 4th semester) prior to deadline/application.
2. Complete an online off-campus housing orientation quiz. Information about the quiz will be emailed to students if they are approved by the Assistant Director of Residence Life-Housing.
3. Submit a completed off-campus housing application to the Office of Residence Life.
4. Provide an email of support from parent or guardian to the Assistant Director of Residence Life - Housing (unless classified as an independent student by the Office of Financial Aid).
5. Maintain good standing with the College. Good standing is defined as not being on academic, chapel, or disciplinary probation within the six months prior to application. In addition, previous alcohol or drug
violations may prevent a student from being approved to live off-campus.

6. Confirm with the Financial Aid Office that aid package is not affected by living off campus.

7. Sign off-campus housing agreement on The Nest.

8. Students should NOT enter into a lease or rental agreement until they have received official approval from the Office of Residence Life. Signing a lease or rental agreement without having received approval may result in being liable to the landlord for rent even while being required to live on campus.

EXPECTATIONS

All students (both traditional and nontraditional) who have been extended the privilege of living off campus remain members of the Messiah College community. They are obligated to honor the Messiah College Code of Conduct, Off-Campus Agreement, chapel requirements and the current student handbook. In addition to these College standards, off-campus students are also required to abide by the local laws and ordinances of their communities. It is expected that students living off campus will be good ambassadors of Christ and Messiah College. In addition to representing Messiah College, as members of this Christian community, we are called to be “salt and light” in the world—this includes our local communities. As such, it is expected that off-campus students will be good neighbors, respectful and considerate of the rights and needs of neighbors, always being sensitive to issues regarding noise, parking, guests, upkeep of dwelling, etc. With regard to these and other “courtesy issues,” it is expected that students living off campus will always defer to the needs of their neighbors in addition to obeying all state and federal laws and local township ordinances. The use, possession, and/or distribution of illegal drugs or alcohol are prohibited for Messiah College students living on or off campus while enrolled during the academic year. (See Alcohol Policy). Off-campus students are responsible for the behavior of their guests. It is also expected that off-campus students will abide by visitation standards outlined for students living in on-campus apartments. (See Visitation Policy).

COMMUTER LOUNGE

Commuters can take advantage of hanging out in the commuter lounge daily from 8 a.m. to midnight. The commuter lounge is located on the basement level of Mountain View Residence Hall. This lounge includes microwaves, a hot/cold water cooler, a large refrigerator, kitchenette and lockers for commuters and a stationary PC. A campus printer is located just next door in the Southside Learning Commons. Outdoor seating and free coffee, tea, and hot cocoa are also available.
AGAPE CENTER FOR SERVICE LEARNING

The Agape Center cultivates experiences with community partners that prepare students for lifelong service. The Agape Center does this by engaging students in credit-bearing and non-credit bearing service-learning activities. As a place, the Agape Center hosts offices for students and College personnel working to resource the campus in service and mission experiences locally, nationally, and internationally. As a program, it provides service learning opportunities both in and out of classes for students and offers service-learning resources across the disciplines to faculty and community partners.

Service and Learning Programs

Human Rights Awareness (H.R.A.)
H.R.A. educates students through programming and social media on human rights issues locally, nationally, and internationally. Based on Biblical understandings of justice and loving our neighbor, H.R.A. raises awareness and support for people suffering around the world, by connecting with campus groups, community partners, and educators.

International Service and Missions Programs
The Agape Center plans and designs international service-learning experiences for teams of students and educators during spring and summer breaks. Trips typically range between one to two weeks. The Foundations of Service, Mission, and Social Change course prepares students for international service-learning engagement and provides opportunities for financial assistance to individual students who plan 6-8 week summer experiences through approved mission and service organizations. This course is required for Agape Center international team leaders.

Outreach Teams
Outreach Teams sends small teams of students into a variety of local service-learning experiences in the greater Harrisburg region each semester. Local Service Leaders are trained on facilitating service experiences and reflection as well as maintaining relationships with community partners. We partner with approximately 13 agencies on a regular basis.

Service Learning
Messiah College is committed to providing opportunities for students to integrate service with coursework through service-learning. Credit-bearing service-learning and community-based research occurs in many courses throughout our curriculum using a blend of content, service and reflection
that totals a minimum of 40 hours a semester and satisfies the experiential learning requirement for graduation. In addition, specific SERV service-learning courses are delivered out of the Agape Center to educate students about community engagement. Service-learning grants are available for faculty interested in developing or enhancing their courses.

*Service Trips*

Service Trips send teams of students to serve with partnering organizations throughout the U.S. (primarily the East Coast) over fall, January term, and spring academic breaks. Students participate in an orientation session and debrief session.

*Service Learning Immersion Days*

*Rev. Dr. Martin Luther King Jr. Community Engagement Day*

In memory of Dr. Martin Luther King Jr., the campus community participates in a day of community engagement. A special focus is put on serving at Harrisburg public schools where Messiah students have opportunities to hear from city leaders and serve alongside community partners. About 100-150 students and faculty participate in this important day.

*Service Day*

Each April, the College closes to celebrate and engage in the largest community service event in the area. Since no day classes are scheduled and many offices are closed, students and employees are expected to participate in a service activity during the day. On campus, the College hosts the Area M Special Olympics. As part of Created and Called for Community (CCC), students and faculty serve as buddies. Off campus, students and faculty join community partners during the day in service to the region.

**INTERCOLLEGIATE ATHLETICS & RECREATIONAL SPORTS**

Intercollegiate sports participation is an opportunity for developing one’s physical potential, learning positive life lessons, and developing supportive relationships. Messiah is a member of the National Collegiate Athletic Association, Division III and fields 22 intercollegiate varsity sports that compete within the Middle Atlantic Conference and Commonwealth Conference. Our tagline—Pursuing Athletic Excellence and Developing Christian Character — expresses our twin goals for those who represent Messiah in intercollegiate competition.
**Men’s Sports**
- Baseball
- Basketball
- Cross Country
- Indoor Track and Field
- Lacrosse
- Outdoor Track and Field
- Soccer
- Swimming
- Tennis
- Volleyball
- Wrestling

**Women’s Sports**
- Basketball
- Cross Country
- Field Hockey
- Indoor Track and Field
- Lacrosse
- Outdoor Track and Field
- Soccer
- Softball
- Swimming
- Tennis
- Volleyball

**RECREATIONAL SPORTS**
Recreational Sports leagues and tournaments are opportunities for competition, physical fitness, and fun. Leagues include soccer, flag football, volleyball, basketball, Ultimate Frisbee, and softball.
The Messiah campus and surrounding area provide opportunities for many outdoor activities, including hiking, canoeing and fishing. The Sollenberger Sports Center hosts an indoor pool, fitness center, racquetball and basketball courts, and indoor track.

**INTERCULTURAL OFFICE**
The Intercultural Office at Messiah College gathers Off-Campus Programs, International Student Programs, and Multicultural Programs into one office committed to exploring new opportunities and synergies for global and intercultural engagement while promoting cultural awareness through education and events. The programs within the Intercultural Office serve the needs of international, missionary and third culture students, underrepresented domestic students, and students who desire to study off-campus during their time at Messiah. These equally important programs work in close collaboration to carry out the overall mission of the Intercultural Office: *To embrace the diversity of God’s Creation by providing safe, transformative learning environments and opportunities for students to engage the world as reconcilers and servant leaders at home and abroad.*

**OFF-CAMPUS PROGRAMS**
The purpose of Off-Campus Programs is to provide holistic support to the
students as they explore safe, transformative semester-long and short-term experiences that encourage them to reflect, learn, and grow as they navigate the complexities of becoming global citizens in a diverse world. Students can travel across the ocean to Europe, the Middle East, or Africa. They can visit neighbors to the south in Latin America or discover educational adventures here in the United States. In partnership with a variety of programs on campus (such as the Agape Center for Service and Learning, the Collaboratory, and AROMA Sports Ministries), students have many opportunities to engage the world through short-term experiences – both credit-bearing and non-credit-bearing. Three-week three-credit cross-cultural courses include intensive study of the local culture through lectures and readings, as well as either extended home-stay or an ethnographic fieldwork project. Week long co-curricular service trips provide students the opportunity to serve alongside their peers while investing in long-term projects around the world. The Intercultural Office houses catalogs, brochures, course listings, applications, videos, and travel-related literature and resources. Students can also learn about costs, deadlines, and requirements, as well as obtain passport photos, passport applications, and International Student Identity Cards. For additional information, browse the Intercultural Office Homepage at: [www.messiah.edu/intercultural](http://www.messiah.edu/intercultural).

Following are the primary off-campus programs deadlines for students to be aware of:

- **Semester-long off-campus programs:**
  - December 1 – Messiah’s pre-approval deadline for following fall semester (i.e. December 1, 2018 to participate in a Fall 2019 program)
  - April 1 – Messiah’s pre-approval deadline for following spring semester (i.e. April 1, 2019 to participate in a Spring 2020 program)

- **Cross-cultural courses:**
  - Spring semester – Courses begin recruiting students almost a year prior to the course departure (i.e., February 2019 for J-Term and May-Term 2020 courses) – individual deadlines vary by course

**INTERNATIONAL STUDENT PROGRAMS**

International Student Programs seeks to understand and meet the unique needs of international, missionary and third culture students by providing services, programs and guidance leading to personal success and meaningful engagement with the broader campus community.
Programs and services include:

- **F-1 Visa Advising** informs and educates international students here on an F-1 visa about U.S. government regulations and assists them in achieving positive results in maintaining their immigration status.

- **International, Missionary and Third Culture Student Orientation** is an intensive educational and spiritual acculturation experience for international students and the children of missionaries and other professionals living abroad who have recently re-arrived in the United States. Orientation generally includes activities related to educational advising, housing, and working requirements.

- **Academic Support** is offered to international students in collaboration with students’ academic advisors. In addition, new international students arriving from abroad for the fall semester enroll in a 1-credit course called *Adaptation to American Cultural Education* designed to provide on-going, in-depth orientation regarding cross-cultural adaptation to America in general, and to the American classroom (as experienced at Messiah College) in specific.

- **Friendship Families** provide a mutually beneficial friendship between Messiah College’s international, missionary and third culture students and individuals or families that are Messiah employees. International Student Programs matches one to two participating students with a family or individual, and plans special events to encourage relationship formation.

- **Rafiki House** is special-interest housing for students committed to living in community focused on international diversity. The house also provides an intentional space for the international students and the children of parents abroad to find each other, fellowship, and hang out.

**MULTICULTURAL PROGRAMS**

The purpose of the Multicultural Programs is to meet the unique needs of domestic under-represented students by providing holistic support
through mentoring, diversity education and exploration, as well as safe
and transformative learning environments for all members of the college
community. Programs include:

**Scholarship Programs:**

- **Martin Scholars**
  The Martin Scholars program seeks to foster scholars in the
  areas of academics, service, and leadership while encouraging a
  critical awareness of race and diversity as well as promoting
  reconciliation. Through the Multicultural Programs staff and
  student leaders, Martin Scholars are equipped with the tools
  necessary to successfully and efficiently engage in college related
  activities. Martin Scholars are also connected with faculty
  mentors for the purpose of establishing healthy lifestyles with
  respect to opportunities for service, exploring a major or field of
  study, career goals and personal and/or spiritual
  growth. Students are encouraged to utilize this knowledge and
  experiences to promote justice an equity both on campus and
  beyond.

- **R.H. Flowers Scholars**
  The R.H. Flowers Scholars program (formally known as the
  Amigo Peer Mentoring Program) uses peer-mentoring
  relationships as a resource and opportunity for promoting
  growth. R.H. Flowers Scholars are paired with upper class
  students who serve as a source of both support and connection
  during the transition from high school to college. Through the
  structured curriculum, students are able to reflect on a variety of
  issues related to race, ethnicity and culture which effect modern
day society. Scholars are then able to identify and facilitate
  effective strategies to create greater awareness across campus
  and in the community at large.

**Multicultural Clubs, Organizations and Events**

The Multicultural Council is comprised of the presidents of the African
Student Union, Asian Student Association, Black Student Union,
International Student Association/MuKappa, and La Alianza Latina. Our
goal is to foster a common knowledge of cultures in the Messiah College
community, with the mission of serving the entire student body through
efforts at improving campus life for students from underrepresented racial/ethnic populations. Traditional campus wide events include Hispanic Heritage Month, Native American Heritage Month, Black History Month, and Asian/Pacific Islander Heritage Month. These programs incorporate films, discussions, speakers, and cultural celebrations to provide a forum for learning about unspoken histories in the United States, and add different perspectives to the retellings of our past.

**The Rev. Dr. Martin Luther King Jr. Commemoration** invites the campus community to reflect on the prophetic ministry and vision of Dr. King, and the call of God for all Christians to respond to the contemporary suffering of God’s creation and human struggles for justice, reconciliation, and peace.

**Leadership Development**
Multicultural Programs fosters opportunities to enhance relationships among students, leaders in multicultural student organizations and the overall community. The office provides a fall and spring leadership training available to leaders in the multicultural council organizations, as well as inclusivity training for student leaders offered in the fall and customizable follow up sessions in the spring semester.

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**STUDENT INVOLVEMENT AND LEADERSHIP PROGRAMS**

The Office of Student Involvement & Leadership Programs exists to promote student involvement and provide leadership development experiences in a welcoming and student-centered learning environment.

Visit the Student Involvement & Leadership Programs (SILP) website at [www.messiah.edu/silp](http://www.messiah.edu/silp) for more details and up-to-date information.

**NEW STUDENT PROGRAMS**

**Welcome Week**
This week is designed to provide a holistic transition experience for new first-year and transfer students that is characterized by safety, inclusion, and a warm welcome to the campus community. For details visit: [www.messiah.edu/welcomeweek](http://www.messiah.edu/welcomeweek).

**Winter Orientation**
This orientation occurs prior to spring term and is intentional in its efforts to welcome students to the College and provide them with the necessary tools in order for them to be successful.
Orientation Groups
Every new student is assigned to an orientation group that in most cases consists of the same students in their First-Year Seminar class. Through participation in orientation groups, led by student orientation leaders, new students will feel a connection to the Messiah community, will become knowledgeable of the culture and opportunities on-campus, and will be equipped to succeed academically, socially, and spiritually at Messiah.

SERVICES
Larsen Student Union
Larsen Student Union functions as a central social location for students on campus. In addition to the full service Union Café, there are pool tables, booths and tables, meeting rooms, and board games available for all students at the front desk. Larsen is home to a number of offices, services and program areas, including the Student Government Association, Student Activities Board, Multicultural Council, The Pulse Media Hub, Intercultural Office, Student Involvement & Leadership Programs, Sexuality and Gender Education (SAGE) and Commuter Student Services.

Student Break Shuttle
In order to meet the needs of students, the Office of Student Involvement and Leadership Programs coordinates a free-of-charge van shuttle to Harrisburg area train and bus stations, as well as Harrisburg International Airport. This service is provided for fall, Thanksgiving, Christmas, J-Term, Easter and spring breaks. For details, visit: www.messiah.edu/holidayshuttle.

FAMILY CONNECTIONS
Family Weekend
Each fall, Messiah College welcomes family members to share the college experience with students for a weekend. For details, visit: www.messiah.edu/familyweekend.

LEADERSHIP OPPORTUNITIES
Student Government Association (SGA)
The Student Government Association serves as the official representative body for Messiah College students. Specifically, SGA coordinates student representation to College committees, allocates the student activities fee to student organizations, officially recognizes and charters student
organizations, and provides the official student representative voice to College administration and faculty. Organized through the Executive Cabinet, Student Senate and Committees, and the Student Review Board, SGA works hard to represent the needs and concerns of all students. For details, visit www.messiah.edu/sga.

**Adventure Programming and The Loft**
The Loft serves Messiah College by providing opportunities for leadership development and teambuilding through adventure programming. Adventure programming events include caving, rock climbing, paddling, high challenge course, team problem solving initiatives, and spring break trips. Staff and student leaders focus on proper technical and group facilitation skills. Understanding the significance of group process, God’s creation, and the challenge at hand are all integral elements of the program. These experiences also provide an opportunity to take students out of their comfort zone and to more holistically pursue the issues of leadership, identity, and spirituality.

**Loft Facilitators**
Each year, students are selected to serve as Loft Facilitators. These students serve as facilitators of teambuilding and leadership development activities using experiential education and adventure programming to serve our campus. This group of students is trained and mentored by the Coordinator of Cocurricular Adventure Programming.

**Student Activities Board (SAB)**
SAB exists to provide diverse activities designed to encourage active student engagement on campus and in popular culture, reconciling the relationship between culture and God. With funding from student activities fees, and through the work of student executives and volunteers, SAB regularly hosts concerts, dances, films, variety shows, excursions, and a number of other special activities throughout the year. For details, visit www.messiah.edu/sab.

**Orientation Leaders**
Leaders are selected based on their prior leadership experiences, academic record, and ability to serve as a mentor to first-year students. Typically, orientation leaders are sophomores and juniors who work closely with First-Year Seminar instructors and the Office of Student Involvement and Leadership Programs to provide enthusiastic support for new students in their transition to college.

**Mentoring and Leadership Development Opportunities**
Educators and other staff members assist students in assuming leadership
positions on campus and offer encouragement as they serve and lead. A Student Leadership Retreat is hosted in the fall to provide training and development for student leaders. Ongoing efforts throughout the year seek to strengthen students’ leadership experience in the areas of character, calling, and competency.

**STUDENT ORGANIZATIONS**

Messiah College recognizes that students have many interests and abilities. Messiah seeks to facilitate programs and activities which foster personal, academic, social, and spiritual growth, and enhance vocational development. A list of recognized student organizations that exist for the purpose of fulfilling such outcomes in a way that is consistent with the mission and identity of the College is online: [www.messiah.edu/clubs](http://www.messiah.edu/clubs).

**Policy for Recognizing Student Organizations**

1. *Relationship between Student Organizations and Messiah College*
   All student organizations existing at Messiah College are encouraged to be recognized by the College. Recognition is a clear indication that the organization supports the mission, identity, and objectives of Messiah College. Student organizations and their activities are viewed as sponsored by the College as opposed to being conducted by the College. This distinction has implications for both the tax deductibility of potential donations to student organizations and for the College’s financial reporting. Finally, student organizations are not permitted to maintain off-campus bank accounts; rather they will receive an account in the Business Office.

2. *Rights, Privileges, and Student Organization Guidelines*
   Student organizations must be recognized in order to be afforded the following rights and privileges:
   a. The use of the College name, mascot (name and image), word mark, and letterhead
   b. Reservation of classrooms and other spaces in College-owned property
   c. Safekeeping accounts at the Business Office (student organizations are not permitted to maintain off-campus bank accounts)
   d. Opportunity to advertise on campus (official network email account, mass emails, College website, etc.)
   e. Able to fundraise (must be approved)
   f. Invitation to Opportunity Fairs and Admissions Open Houses
   g. Official listing in College publications and yearbook
h. Administrative support for programming and event planning and execution

3. **Criteria Used to Approve New Organizations**
   
a. All student organizations must demonstrate support for the educational mission, identity, values, outcomes, and Community Covenant of Messiah College. When reviewing organizations and determining if an organization should be recognized, the College’s mission and identity, as well as the college-wide educational objectives, will be compared to the stated mission, goals, and objectives of the petitioning organization.

b. Student organizations must have a well-developed plan for continued funding. There are four primary funding sources:
   
i. Student Government Association (SGA) allocations (only if SGA grants the organization chartership and the SGA Finance Committee approves the organization’s budget).
   
ii. Fundraising efforts by the organization (only if there is adherence to College fundraising guidelines).
   
iii. Funds from budgeted College departments who are cooperating with and/or are supportive of the activities being carried out by an organization.
   
iv. Tax-deductible donations can happen indirectly by means of a gift registered to the program of a cooperating department existing within the College’s operating budget.

c. Student organizations must demonstrate that they are providing a new opportunity for the College community. Every effort will be made to limit the number of organizations that have identical or very similar objectives. College departments that have similar goals and objectives must support and affirm the goals of the proposed student organization (e.g., Philosophy Club and Department of Philosophy; touring choirs and the Department of Music).

d. Organizations must provide evidence that there is ample student interest to support the organization.

e. Student organizations must demonstrate that they have the support of a full-time Messiah College employee whom has agreed to serve as the advisor of the organization.

f. Student organizations that exist primarily for the purpose of Christian fellowship, teaching, worship and/or theological exploration are required to initiate and maintain communication with the College Ministries office.

g. Student organizations that exist primarily for the purpose of athletic competition against non-Messiah College opponents are required to submit a letter of recommendation from the athletic administrative staff.
4. Starting a New Organization

Any group desiring to organize and be recognized as a student organization should follow the following procedures:

a. Obtain and complete an Application for Recognition from the Office of Student Involvement and Leadership Programs. The application will include the following:
   i. Organization’s purpose statement
   ii. Statement that demonstrates how the proposed organization supports the mission and objectives of Messiah College
   iii. Names and roles of officers/leaders
   iv. Example of organization’s events and activities
   v. Financial plan
   vi. Written letter or signed advisor document confirming the full-time employee who is willing to serve as the organization’s advisor

b. Present the Application for Recognition to the Director of Student Involvement and Leadership Programs. The Director of Student Involvement and Leadership Programs will conduct an initial screening to determine if the guidelines have been followed. If the application is complete, it will be forwarded to the Cocurricular Education Council.

c. The application will be reviewed and subsequently approved or denied by the Cocurricular Education Council based upon the established criteria.

d. A year after receiving official recognition, student clubs may then apply for SGA chartership. This is a separate and distinct process that is governed by the Student Government Association.

e. New student organizations for which the proposed primary purpose is Christian fellowship, teaching, worship and/or theological exploration must include a letter of recommendation from the College Ministries pastoral staff.

f. New student organizations for which the proposed primary purpose is athletic competition against non-Messiah College opponents are required to submit a letter of recommendation from the athletic administrative staff.

g. New student organizations for which the proposed primary purpose is community service, missions, or support of external non-profit organizations (i.e. fundraising, campus chapters, etc.) are required to submit a letter of recommendation from the Agape Center for Service and Learning staff.

5. Presently Established Organizations

By April 15 of each year, every student organization will submit an application for renewal to the Office of Student Involvement and
Leadership Programs, which may require an annual report summarizing the prior year’s programming, names of the new officers and the advisor for the next year, any changes to the organization’s structure or bylaws, an accurate student involvement roster (including fall and/or spring semester membership), and future plans and initiatives. If an application for renewal has not been submitted by the posted deadline, it will be presumed that the organization is terminated, and the organization will be removed from the roster of recognized organizations for the upcoming academic year.

Student organizations that exist primarily for the purpose of Christian fellowship, teaching, worship and/or theological exploration are required to meet with a member of the College Ministries pastoral staff for a yearly review. The College Ministries department will submit a letter of recommendation to the Cocurricular Education Council regarding the future of the organization.

Student organizations that exist primarily for the purpose of athletic competition against non-Messiah College opponents are required to meet with the associate athletic director for a yearly review. The athletic department will submit a letter of recommendation to the Cocurricular Education Council regarding the future of the organization.

Student organizations that exist primarily for the purpose of community service, missions, or support of external non-profit organizations are required to meet with Agape Center staff for a yearly review. The Agape Center will submit a letter of recommendation to the Cocurricular Education Council regarding the future of the organization.

6. Revoking of Recognition Status and Sanctions

If an organization does not adhere to established College guidelines regarding fundraising, programming, and event planning, it may be removed from the list of recognized organizations. In addition, if an organization’s practices are counterproductive to the College’s mission and objectives, it may face sanctions or disciplinary action, and its status as a recognized organization may be revoked. In cases where responsibility needs to be determined, the organization’s officers and advisor of the organization will have a hearing with the director of Student Involvement and Leadership Programs to determine responsibility and appropriate sanctions. Appeals can be made to the Cocurricular Education Council.
MISSION & OUTCOMES

The mission of Messiah College Ministries (MCM) is to reveal the glory of Christ and his kingdom, to enjoy and embody the lavish love of the Redeemer, and to nurture multi-faceted faithfulness. We address this mission through a range of programs that are designed to help participants to:

1. Reflect deeply and dig into the biblical story
2. Articulate a growing knowledge of God and self
3. Articulate a theology of culture and appreciate cultural differences
4. Display compassion for others and collaborate with the kingdom in view
5. Develop authentic interpersonal relationships
6. Display Christian character and gifted leadership

We pursue these outcomes in collaboration with students, colleagues, and friends of the college, and together we strive to live as a vital community of trust and learning. Relationship formation, deep discipleship, and student empowerment are key strategies that mark the work of MCM.

INVolVEMENT

Whether you are most likely to connect with God through quiet prayer or exuberant worship, through community service or through purposeful study, life at Messiah offers a whole array of opportunities for pursuing spiritual growth in the way that best fits you.

Intentional Formational Relationships
We can’t do the spiritual life alone. We strongly encourage students to find a group of people with whom they can pursue God. This might take the form of a small discipleship group or it might be your flag football team. The important thing is that you find a group of people with whom you are going below the surface to ask each other the hard questions, where you feel safe enough to let your guard down, and where you encourage each other to apply your faith to your lives. Many educators function as faith mentors for students and student groups.

Student Chaplains
The Student Chaplain Team has a unique opportunity to serve Messiah College’s campus through various student-led ministry initiatives. They seek to enrich the spiritual lives of students, encouraging them to passionately pursue the Lord through discipleship ministries, prayer ministries, worship ministries, and Kairos chapels.
**Koinonia and Logos Small Group Ministry**
The student chaplains organize a small group ministry that places interested students in groups and provides leader training and special events. Koinonia is the word used in the New Testament for genuine fellowship. These small groups meet all across campus, and new members are always welcome. The Logos Community is a network of inductive Bible studies in which students work together to understand the Bible and apply it to their lives.

**Worship Community**
The Worship Community is a team of educators and students that are dedicated to learning more about the nature and leadership of Christian worship. This team coordinates the liturgies and music for campus worship services as well as other retreats, conferences, and events.

**Powerhouse**
Powerhouse is a student-initiated service of worship held in Hostetter Chapel on Thursday nights at 8:30 pm. Students flood to Hostetter every week to join together in worship through song, prayer, and reflection in a powerful experience of corporate fellowship and praise.

**World Christian Fellowship (WCF)**
The goal of WCF is to increase awareness of the worldwide body of believers and of the world’s physical and spiritual needs; to equip students to act on this awareness through everyday choices, involvement in programs and missions experiences in the US and abroad; and to pray earnestly for the persecuted church and specific situations worldwide. WCF does this through a variety of activities such as Salt and Light chapels, and Salted cultural events.

**More Ministry Options**
This page only begins to describe the rich array of groups and programs that attend to Christian nurture and service on Messiah’s campus. Visit our website to discover more about The Loft, AROMA, Acclamation, and the Agape Center for Service and Learning.

**Local Churches**
Students are encouraged to be involved in a local church during their time at Messiah. Information on a number of local churches is available through the College Ministries website at [http://www.messiah.edu/info/20056/church](http://www.messiah.edu/info/20056/church). Various churches provide van service from Eisenhower Circle. The “Transport” column in the church database provides information on the churches that provide van
service. The Grantham Church has a long relationship with the College and its location is near the main entrance.

**CHAPEL**

The chapel program of Messiah College is also designed to build community and foster Christian growth. On Tuesday mornings, many members of the Messiah community gather in Brubaker Auditorium for a worship service that is designed to exalt the Lord Jesus and to pursue biblical literacy through the preaching of the Word. On Tuesday evenings in Hostetter Chapel or Parmer Hall, a smaller service, often developed in collaboration with campus partners, is offered that focuses more on a specific topic connected to the program or speaker. On Thursday mornings, in addition to Kairos or Salt and Light chapels, chapel series are designed so that educators and students can convene in smaller venues for Bible studies, book studies, the practice of spiritual disciplines, as well as an array of discussions regarding Christian life and culture.

**CHAPEL ATTENDANCE POLICY**

Chapel attendance is an educational requirement for all full-time Messiah College undergraduate students. It is designed to foster biblical literacy and faith formation. Residential students are expected to attend 14 approved chapel opportunities each semester. Services and gatherings will be offered in various venues on most Tuesday mornings and evenings as well as on Thursday mornings.

1. Students must swipe their cards at the various chapel venues. Doors on most venues will be locked ten minutes after the scheduled start time. After that, students will not be admitted, and they cannot claim chapel credit. Students can track their chapel attendance on FALCONLink.

2. If a student is a full-time commuting student carrying at least 12 credits, the student’s chapel requirement is 7 chapels per semester.

3. If the following conditions apply, a student may request chapel exemption for a semester:
   a. The student is engaged in a semester-long internship, clinical, or student teaching experience that conflicts with chapel attendance.
   b. The student is employed off campus for 25 or more hours per week.
   c. The student has parenting obligations for their own children that prohibit chapel attendance.
d. The student is ill or absent from the college for two (2) weeks or more (exemption must be accompanied with an excuse from doctor or Engle Center.)

4. The request for exemption must be completed within the first four weeks of each semester. Offices that coordinate student internships, nursing clinicals, and teacher education may submit a list of students for a semester-long exemption. Exemption is automatically granted to students who are studying with off-campus programs for the semester. No chapel exemption is necessary or available for missing a particular chapel opportunity (e.g. sickness, field trip, on or off-campus obligation).

5. If a student has not completed the chapel requirements as stated above, the student will receive notification that he/she has been placed on chapel probation for the following semester with the following consequences:
   a. For each attendance short of the required 14, a fine of $15.
   b. An active chapel probation status is likely to negatively impact one’s eligibility for service in a student leadership position.

6. A student involved in deception regarding any of the chapel attendance policies (e.g. friend swiping, illegitimate exemption request) will incur a fine of $210 ($15 for each of that semester’s 14 required chapels). The student will also be required to meet with a representative of the MCM office and will be placed on chapel probation for the following semester.

7. Appeals regarding a student’s chapel attendance deficiency or chapel probation status should be made in writing and may be submitted to MCM within 10 business days of receipt of the relevant notification from MCM. Decisions of MCM may be appealed in writing to the Vice Provost and Dean of Students.
Each student is responsible to know the contents of the College Catalog, particularly the sections which relate to the student’s major and general academic requirements. This section of the Student Handbook highlights learning opportunities and resources, as well as selected academic practices.

## ACADEMIC ADMINISTRATION

### SCHOOL OF THE ARTS

**Richard Roberson, Dean, Room 102-01 High Center**
- Deborah Hawkins, Administrative Assistant, Room 102, High Center

**Department of Art and Design**
- Brent Good, Chair, Room 173, Frey Hall

**Department of Music**
- William Stowman, Co-Chair, Room 101-01 High Center
- Timothy Dixon, Co-Chair, Room 062 High Center

**Department of Theatre and Dance**
- Tymberley Whitesel, Chair, Room 148, Climenhaga Fine Arts Center

### SCHOOL OF BUSINESS, EDUCATION and SOCIAL SCIENCES

**Caroline Maurer, Dean, Room 104C, Boyer Hall**
- Stephanie Patterson, Administrative Assistant, Room 104, Boyer Hall

**Department of Education**
- Don Murk, Chair, Room 405, Boyer Hall

**Department of Human Development and Family Science**
- Raeann Hamon, Chair, Room 355, Boyer Hall

**Department of Business**
- Andrew Babyak, Chair, Room 121, Frey Hall

**Department of Psychology**
- John Bechtold, Chair, Room 377, Boyer Hall

**Department of Social Work**
- Charles Seitz, Chair, Room 356, Boyer Hall

**Department of Sociology**
- Malcolm Gold, Chair, Room 360, Boyer Hall

**Early Learning Center**
- Christine Kirkpatrick, Director, Room 016, Hostetter Chapel – basement

**Academic English Program**
- Cindy Goforth, Director, Room 406, Boyer Hall
SCHOOL OF THE HUMANITIES
Peter Powers, Dean, Room 104A, Boyer Hall
  Sally Richardson, Administrative Assistant, Room 104, Boyer Hall
Department of Biblical and Religious Studies
  Brian Smith, Chair, Room 305, Boyer Hall
Department of Communication
  David Dixon, Co-Chair, Room 206, Boyer Hall
  Kate Simcox, Co-Chair, Room 205, Boyer Hall
Department of English
  Jean Corey, Chair, Room 208, Boyer Hall
Department of History
  Bernardo Michael, Co-Chair, Room 256, Boyer Hall
  David Pettegrew, Co-Chair, Room 266, Boyer Hall
Department of Modern Languages
  Gladys Robalino, Chair, Room 156, Boyer Hall
Department of Philosophy
  Tim Schoettle, Chair, Room 455, Boyer Hall
Department of Politics and International Relations
  Paul Rego, Chair, Room 460, Boyer Hall

SCHOOL OF SCIENCE, ENGINEERING and HEALTH
Angela C. Hare, Dean, Room 155, Jordan Science Center
  Holly Myers, Administrative Assistant, Room 157, Jordan Science Center
Department of Biological Sciences
  Erik Lindquist, Chair, Room 276B, Jordan Science Center
  John Harms, Assistant Chair, Room 257, Jordan Science Center
Department of Chemistry and Biochemistry
  Roseann Sachs, Chair, Room 357, Jordan Science Center
Department of Computer and Information Science
  Scott Weaver, Room 336, Frey Hall
Department of Engineering
  Brian Swartz, Chair, Room 221, Frey Hall
  Randall Fish, Assistant Chair, Room 224, Frey Hall
Department of Health, Nutrition and Exercise Science
  Eric Rawson, Chair, Room 206B, Sollenberger Sports Center
Department of Mathematics, Physics, and Statistics
  Sam Wilcock, Chair, Room 321, Frey Hall
Department of Nursing
  Kim Fenstermacher, Chair, Room 117B, Kline Hall of Science

Please see the College Catalog for further information on academic schools.
Academic advising is an important part of the learning process at Messiah College that encourages students to discern and develop their interests and talents in preparation for professional and community engagement. As part of a “carefully mentored, Christ-centered journey of the intellect and spirit,” advisors assist students in their intentional exploration and planning of educational opportunities. This relationship is perhaps best thought of as a partnership between students and educators: students are personally responsible for planning their academic program and co-curricular involvement to meet all graduation requirements and develop their sense of vocation; advisors help students make good choices compatible with their academic plans and life goals.

**Academic Advisors should:**

a. understand QuEST (general education) requirements, major requirements, as well as the overlap between the two;
b. understand academic policies and procedures;
c. assist students to establish academic goals compatible with the student’s life goals;
d. encourage students to enhance academic performance and seek academic challenges;
e. assist students to develop course schedules which consider the student’s academic goals and background
f. monitor student academic progress and encourage good academic work;
g. encourage students to pursue appropriate educational opportunities;
h. refer students to appropriate resources available to help students:
   i. solve individual problems (e.g., Engle Center, Student Affairs, Learning Center, Writing Center, Financial Aid, and Disability Services);
   ii. identify, plan and explore educational opportunities (e.g. Intercultural Office, Career and Professional Development Center, Agape Center, Student Leadership and Involvement, Collaboratory, etc.);
i. encourage student applications, if appropriate, for scholarships and awards—following student inquiry;
j. evaluate the advising system, when requested, in order to strengthen the advising process.
Students Should:

a. accept full ownership for all academic decisions -- academic advisors will assist by presenting options and identifying resources;

b. prepare for advising sessions and bring appropriate resources or materials (i.e. pen/digital device timetable of classes, catalog, completed registration form, etc.);

c. contact and make an appointment with an advisor when in need of assistance;

d. follow through on actions identified during each advising session or other communication;

e. clarify personal values, abilities, interests, and goals during their time at Messiah;

f. become knowledgeable of and adhere to institutional policies, procedures, and requirements;

g. review eligibility requirements for scholarships and awards and when appropriate, discuss options with advisor in a timely manner;

h. evaluate advisors and the advising system when requested, in order to strengthen the advising process

ACADEMIC HONORS

COLLEGE HONORS PROGRAM

The College Honors Program exemplifies Messiah College’s commitment to promoting academic excellence and fostering an intellectually rigorous Christian worldview, with the goal of equipping young men and women for lives of leadership and service. The College Honors Program is designed for students who demonstrate high scholarly ability early in their academic career. The program curriculum is composed of general education honors courses and a Senior Honors Project. In addition to the credit-bearing curriculum, students meet outside of the classroom in the Honors Congress to discuss timely issues and interact with special campus guests. Throughout the academic year, students also have opportunities to participate in on- and off-campus academic and cultural activities. Upon graduation, students receive special recognition at Commencement, on their diploma, and on their College transcript.

Students from all of the College’s applied and liberal arts majors are eligible to participate. Moreover, in keeping with the College’s commitment to
educating the whole person, students in the College Honors Program are encouraged to participate in the College’s many cocurricular opportunities. The College Honors Program is open to first-year students. The minimum qualifications include a 1360 SAT score (SAT scores prior to March 1, 2016 will be converted to the new SAT scale) or ACT composite of 29 and a ranking in the top 10% of the student’s high school class. No special application is required. As part of the regular admission process, students who meet the minimum eligibility requirements are evaluated for the program. From the eligible pool of candidates, students are selected for on-campus interviews. After the on-campus interview and evaluation of all other application materials, approximately 100 students are selected to enter the program in the fall. Most students selected for the College Honors Program receive either full or partial tuition scholarships. See our website for more information: www.messiah.edu/info/20098/college_honors_program.

Eligibility Requirements for the College Honors Program
Participation in the College Honors Program requires that all participants meet the grade point average (GPA) requirement for either the Trustees’, President’s or Faculty Scholarship. For President’s and Faculty Scholarship recipients, renewal of these scholarships is contingent on maintaining a 3.2 GPA as a first year student and a 3.4 GPA each subsequent year. For Trustees’ Scholarship recipients, renewal is contingent on maintaining a 3.3 GPA as a first year student and a 3.6 GPA each subsequent year. Participation in the College Honors Program is also required for scholarship renewal. If a student is removed from the College Honors Program, he or she cannot be readmitted. All College Honors Program participants must meet the preceding GPA requirements upon completion of all course work in order to be certified, at the time of graduation, as a College Honors Program graduate.

DEAN’S LIST
Students achieving a grade point average (GPA) of 3.6 or higher for 12 or more graded credits are placed on the Dean’s List at the end of each semester.

DEPARTMENT HONORS
To encourage scholarly initiative and in-depth investigation within a limited area of study, Messiah College provides able students with an opportunity to pursue honors courses within their major. Students may qualify for an honors course by (1) earning a GPA of 3.50 for all courses completed at the College to the middle of their junior year and (2) meeting all other requirements as prescribed by the department (e.g. GPA for major courses).
Each department offering an honors course prescribes the nature of the work, the point at which it shall begin, and whether the credit in whole or in part may be counted toward fulfillment of a student’s major requirements. The department must also approve a student’s work for a given semester before permission can be given to proceed with the next semester’s work.

Department Honors consists of four to six credits completed over two semesters, at the rate of one to four credits per semester. Only the grades A and B will carry credit. If the honors work is of such high quality as to merit the grade A, the student will graduate with honors in his/her major field. Students participating in the College Honors Program may meet their senior honors project requirement through an approved Department Honors course.

Graduation with honors in a discipline is recognized at Commencement and is noted on the student’s diploma. Only junior or senior students may participate in Department Honors courses.

**GRADUATION HONORS**
The College awards three levels of honors according to a graduating senior’s cumulative grade point average (GPA): summa cum laude (3.90 GPA or above), magna cum laude (3.60–3.89 GPA), cum laude (3.30–3.59 GPA).

*The following guidelines are used in determining the eligibility and level of honors granted:*
- Only credit for courses taken at Messiah College and approved off-campus study programs are calculated in the grade point average.
- A minimum of 60 graded credit hours must be taken at Messiah College.
- Honors published in the Commencement bulletin will be based on the student’s cumulative grade point average at the conclusion of the preceding fall semester.
- Final honors as noted on the student’s diploma and transcript will be based on all credits earned at Messiah College.

**HONOR SOCIETIES**
The College is affiliated with several national honor societies in selected academic disciplines. Students who excel in their academic major may be invited to join the respective society. Nominations are made during the junior and senior years.

**SMITH SCHOLAR INTERNS**
The Smith Scholar Intern Program allows highly qualified upper-class students to work in apprentice relationships with faculty members, and to participate in a significant research project. Junior and senior students may
participate. Additional information is available from the Office of Faculty Development.

GENERAL ACADEMIC POLICIES AND PROCEDURES

ACADEMIC CLASSIFICATION OF STUDENTS
Students who are pursuing a degree program are classified according to the following guidelines:
- First Year—satisfaction of entrance requirements
- Sophomore—24 earned credit hours
- Junior—57 earned credit hours
- Senior—87 earned credit hours

ACADEMIC PETITIONS
Students who find it necessary to request an exception to any academic policy should secure and complete an Academic Policy Petition Form from the Office of the Registrar. The Registrar’s Office reviews the petition and notifies the student and the student’s advisor of the decision.

ACADEMIC WARNING
When a student’s semester GPA is less than 2.0 regardless of the cumulative GPA, the student will be given an academic warning. This notice will be copied to the student’s academic advisor as well as the parents of the student provided a signed records release is on file. The warning is intended to alert the student so that appropriate measures necessary for academic success can be taken.

APPLICATION FOR DEGREE
Students working toward a degree must file an application for degree with the Registrar’s office at the beginning of their senior year. This presupposes the completion of a minimum of 87 semester hours of credit. Applications require the approval of the Academic Council and the Community of Educators before students are formally admitted to degree candidacy.

AUDIT OF COURSES
Students who wish to attend a course but not receive College credit or a grade for their work may audit the course. Students who audit a course must attend classes on a regular basis but are not required to do the course work or take any tests in the course. When the course is completed, the audited course is noted on the student’s transcript. An additional tuition charge will be added if a student’s registration exceeds 18 credits. (Note: Courses taken as audit cannot be included for Financial Aid purposes. For additional clarification students should contact the Financial Aid Office.)
DOUBLE MAJOR AND DUAL DEGREES

Students may complete more than one major within the normal timeline and requirements for each baccalaureate degree. A student pursuing a double major must determine which major is the primary major and which is secondary. The primary major determines whether a B.A. or a B.S. will be granted. Unless additional requirements are met (see “Dual Degree”), a student completing a double major receives only one diploma and one degree representative of the primary major. The primary major is also the standard by which General Education, other requirements, and the degree are determined.

A dual degree is the concurrent awarding of two different majors each with a different baccalaureate degree type, e.g., a B.A. and a B.S. In order to graduate with dual degrees, the following conditions must be met: there is no more than a one third overlap between the major associated with each degree; the student completes the general education requirements related to each major; and completes at least 30 additional credits beyond the larger baccalaureate degree program. Since Messiah’s baccalaureate programs range from 123 to 128 credits, anyone completing two degrees must complete 153-158 credits. Students who complete these requirements will be issued two diplomas, one for each degree earned.

FULL-TIME AND PART-TIME STATUS

Full-Time Status. Degree-seeking students who carry an academic load of 12 or more credit hours are considered full-time students, charged at the full-time student rate, and eligible for financial aid as full-time students. Students taking more than 18 credit hours must first obtain the approval of faculty advisors and the Registrar. The typical load is 15 or 16 credit hours per semester. Overload tuition will be charged per credit hour beginning with the 19th credit.

Part-Time Status. Students who carry an academic load of less than 12 credit hours are considered part-time students, charged at the part-time student rate per credit hour, and eligible for any financial aid open to part-time students.

Students admitted for limited or special programs designed to meet their particular needs but not leading to graduation are considered non-matriculated, unclassified, or visiting students, depending on the nature of their program.
MULTIPLE PROGRAMS
When a student is completing more than one program, at least 12 credits in a minor, 24 credits in a major, and 8 credits in a concentration must be unique to each program.

REPEATING COURSE WORK
A student may repeat any course in which a grade less than C– was received. Only the second grade and credits count toward the student’s cumulative GPA, but the original grade and course will remain on the student’s transcript. All repeat courses must be taken at Messiah College, including approved off-campus programs, subject to the assessment of course equivalency.

SATISFACTORY ACADEMIC PROGRESS
Satisfactory academic progress toward a degree as a full-time student is defined as completion of 24 or more credits per academic year and maintaining a cumulative grade point average of 1.8 while earning the first 23 credits, 1.9 for 24–56 credits, and 2.0 for 57 credits or more.

WITHDRAWALS AND TERMINATION OF ATTENDANCE
Students who intend to withdraw from college during the semester must do so officially by completing the Notification to Withdraw/Transfer form found online in FALCONLink. The date by which this form is submitted determines the percentage of refund eligibility as published by the Business Office. Students living in the residence hall are expected to check-out and move out of their room within 48 hours of their date of withdrawal. Unofficial withdrawals result in an F on the student transcript. Students who intend not to return to Messiah College in a subsequent semester must also complete the Notification to Withdraw/Transfer form prior to the end of the final semester of enrollment. All students who plan to withdraw/transfer will be contacted for an in-person, one-on-one exit interview.

ACADEMIC INTEGRITY POLICY
Personal integrity is a behavioral expectation for all members of the Messiah community: administration, faculty, staff, and students. Violations of academic integrity are not consistent with the community standards of Messiah College. These violations include:

1. **Plagiarism**: Submitting as one’s own work part or all of any assignment (oral or written) which is copied, paraphrased, or purchased from another source, including online sources, without the proper acknowledgment of that source. Examples: failing to cite a reference, failing to use quotation marks where appropriate,
misrepresenting another’s work as your own, etc.

2. **Cheating:** Attempting to use or using unauthorized material or study aids for personal assistance in examinations or other academic work. Examples: using a cheat sheet, altering a graded exam, looking at a peer’s exam, having someone else take the exam for you, sharing information about exams, using any kind of electronic mobile or storage devices (such as cell phones, PDA’s, Blackberry, iPods, iPhones, iPads, Flash drives, DVD’s, CD’s, photocopy pens) for unapproved purposes, communicating via email, IM, or text messaging during an exam, using the internet, snipers, spyware or other software to retrieve information or other students’ answers, etc.

3. **Fabrication:** Submitting altered or contrived information in any academic exercise. Examples: falsifying sources and/or data, etc.

4. **Misrepresentation of Academic Records:** Tampering with any portion of a student’s record. Example: forging a signature on a registration form or change of grade form.

5. **Facilitating Academic Dishonesty:** Helping another individual violate this policy. Examples: working together on an assignment where collaboration is not allowed, doing work for another student, allowing one’s own work to be copied.

6. **Computer Offenses:** Altering or damaging computer programs without permission. Examples: software piracy, constructing viruses, introducing viruses into a system, copying copyrighted programs, etc.

7. **Unfair Advantage:** Attempting to gain advantage over fellow students in an academic exercise. Examples: lying about the need for an extension on a paper, destroying or removing library materials, etc.

**EDUCATION REGARDING ACADEMIC INTEGRITY POLICY**

Messiah College is responsible to clearly articulate the Academic Integrity Policy to students by publishing it in the Student Handbook and by informing all incoming first-year students of this policy through the new student orientation program. Faculty should reference the policy in their course syllabi. However, primary responsibility for knowledge of and compliance with this policy rests with the student.

**RECORDS OF VIOLATIONS OF ACADEMIC INTEGRITY**

As custodian for student education records, the Registrar will maintain records of academic integrity violations for all students in accordance with the College’s Schedule for Records Retention.
PROCEDURES FOR PERCEIVED VIOLATIONS OF ACADEMIC INTEGRITY

1. If a violation of the Academic Integrity Policy is suspected, the faculty member should discuss the incident with the student(s) and determine, to the faculty member’s satisfaction, whether or not a violation has occurred.

2. If the faculty member determines that it is more likely than not that the student is innocent, the student should be informed of this determination in writing. No report of the incident or of the faculty/student meeting should be filed with the Dean.

3. If the faculty member determines that it is more likely than not that a violation has occurred, he/she should send a formal report to the student, and copy the Dean of the faculty member’s school and his/her Department Chair. The formal report should include a complete description of the incident, including date of the violation, the nature or type of the violation, and the nature and type of evidence. The formal report should also include appropriate sanctions. The Dean will send copies of the faculty member’s report to the student’s advisor(s).

4. Faculty teaching a course that is not housed in an academic department should send the formal report to the Associate Provost, who will direct it to the appropriate Dean or supervisor.

5. The faculty member should keep originals of tests, papers, etc., that provide evidence of the violation.

6. With issues related to computer offenses or misrepresentation of academic records, the case may be referred to the Associate Dean of Students Office for processing.

7. If a staff member or an administrator discovers violations of the Academic Integrity Policy, he/she should contact the School Dean of the school in which the violation has occurred, who will contact the student.

8. The student may appeal in writing to the academic department in which the course is offered. A student’s intent to appeal a faculty member’s response to a violation must be communicated to the Department Chair in writing within one week of the receipt of the written notification from the faculty member dealing with the incident. The faculty member filing the initial report of a violation should be recused from the department committee handling the appeal. A student in a course that is not housed in an academic department should appeal to the Associate Provost, who will direct the appeal to the appropriate Dean or department. The Associate Provost should ascertain that a group of faculty, with a majority of ranked faculty, will hear the appeal.

9. The student may appeal the decision of the academic department in
writing to the School Dean, whose decision will be final.
10. When the appeal process ends, the Dean will notify the Registrar, and determine if this is a first or second violation.

PROCEDURES FOR MULTIPLE OR EGREGIOUS VIOLATIONS OF ACADEMIC INTEGRITY
1. If the student has committed two or more violations of academic integrity, or if the Dean determines that the violation is egregious, the Dean of the school in which the violation occurred will meet with the student who has committed the violation. Unless the violation is egregious, this meeting will take place after the appeals process ends.
2. The Dean of the school in which the violation occurred will consult with the faculty member who first determined that a violation had occurred; with that faculty member’s Department Chair; and with the Dean of the school of the student’s major, if other than the reporting Dean. The Dean of the school in which the violation occurred will determine appropriate sanctions.
3. The Dean of the school in which the violation occurred will notify the student in writing of the sanctions determined, and send copies to the student’s advisor(s) and to the Dean of the school of the student’s major, if other than the reporting Dean.
4. The student may appeal the decision of the School Dean in writing to the Provost, whose decision will be final.

PENALTIES FOR VIOLATIONS OF THE ACADEMIC INTEGRITY POLICY
1. In all instance of violations of the Academic Integrity Policy, the faculty member will assign sanctions within the context of the course. If the violation is a second offense, or it is determined to be an egregious offense, the School Dean will assign appropriate sanctions that go beyond the course. In the case of an egregious offense, the Dean may temporarily suspend the student before and during any appeal process.
2. For a non-egregious first offense, a faculty member may exercise broad discretion when responding to violations of the Academic Integrity Policy. The range of responses may include failure of the course to a grade reduction of the given assignment. The typical consequence for violations will be failure of the assignment. Some examples of serious offenses which might necessitate the penalty of the failure of the course include cheating on an examination, plagiarism of a complete assignment, etc.
3. The policy of the college is to act, whenever possible, in redemptive rather than merely punitive ways. We believe that simply to ignore an offense is to be neither loving nor redemptive. Consequently, if a
second report of a violation of the Academic Integrity Policy is received, or if the Dean determines that violation to be egregious, the range of possible responses includes suspension of the student, disciplinary probation, or other appropriate sanctions.

**TIME AND RECORD–KEEPING CONSIDERATIONS**

1. Academic integrity violations should be processed in a timely manner:
   a. Faculty should report academic integrity violations within a week of their discovery.
   b. Student appeals must be filed within a week of receiving the written report of an academic integrity violation.
   c. The recipient of student appeals should acknowledge receipt of the appeal within one week.
   d. Timing constraints only apply when school is in session, but processing of violations may continue during breaks.
2. When violations occur at the end of the semester, faculty may file a grade of incomplete until the investigation and possible appeals are complete.
3. Academic integrity violations will continue to be processed if the student withdraws from the course in which the violation occurred.
4. Academic integrity violations may be reported within one semester after the course if first discovered at that time.
5. The final result of all academic integrity investigations, including all appeals would be filed with the Registrar.
6. A record of academic integrity violations will be maintained by the Registrar in accordance with the College’s Schedule for Record Retention. However, undergraduate records will not count against students who return as graduate students.
7. If a student carries two majors, notification of academic integrity violations will be sent to the Dean of the student’s primary major.
8. The School Dean will notify the faculty member filing the report and the student’s advisor(s) of the results of all appeals. In the case of multiple or egregious violations, the School Dean will also notify the Dean of the school of the student’s major, if other than the reporting Dean, of the results of any appeal.
9. On-campus program areas conducting required background checks of students (for example, teacher certification, professional advisor) should submit the students’ names and ID numbers to the Registrar’s Office for clearance. The Registrar will determine that an appropriate need to know exists under FERPA guidelines.
10. If a Department Chair and the Registrar have established that the Department Chair has an on-going need to know about academic integrity violations, the Registrar will automatically notify the
Department Chair of any violations by students in that major after all appeals are resolved.

ACADEMIC PROBATION, ELIGIBILITY, SUSPENSION, AND DISMISSAL

The purpose of placing a student on academic probation is to help the student reorder his/her priorities and time commitments in the direction of greater emphasis on academic studies so that he/she might quickly attain the College’s minimum standards for satisfactory academic progress. Satisfactory academic progress toward a degree as a full-time student is defined as completing 24 or more credits per academic year and maintaining a cumulative grade point average of 1.8 while earning the first 23 credits, 1.9 for 24–56 credits, and 2.0 for 57 credits or more. Any full-time student who fails to maintain this minimum cumulative grade point average will be placed on academic probation. A student on academic probation will be advised to take a maximum of 14 credits per semester while on probation. A student who does not maintain the minimum cumulative grade point average for two consecutive semesters will be placed on academic suspension for two semesters. Any student taking six or more credits in a semester who receives less than a 1.0 (D) semester grade point average will be placed on academic suspension. After two semesters of suspension, the student may apply for reinstatement by providing evidence of probable success. Upon return, if a student fails to achieve the minimum cumulative grade point average in two semesters, the student will be dismissed from the College. A student who is dismissed for academic reasons may apply for readmission after two years. Such a student must present 24 credits of transferrable work taken after dismissal from Messiah.

A student who has been placed on academic probation shall be ineligible for participation in the following cocurricular activities:

- Intercollegiate athletics and club sports
- Theater productions
- Music ensembles
- SGA officers
- Officers in any SGA-chartered organization, including team managers of Outreach Teams
- Music Ministry Teams
- Residence Life staff
- Staff members of the Pulse Media Hub

The only exceptions will be those cases where such participation earns academic credit in a college course and that course meets a graduation...
requirement for the student’s major.
The Registrar is responsible for notifying students of their being placed on or removed from academic probation upon completion of the grading process for the period of study leading to such status.

- Students placed on academic probation as a result of fall semester grades shall become ineligible for cocurricular participation on the first class day of J-term/spring semester.
- Students placed on academic probation as a result of J-term/spring semester or summer session grades shall become ineligible for participation on the first class day of the fall semester.
- Students who are removed from academic probation as a result of fall, J-term/spring, or summer grades shall become eligible for cocurricular participation as soon as grades are officially recorded for that period of study.

A student who is placed on academic probation may appeal for an exception to this policy. The appeal must be sent, in writing, to the Registrar by the end of the first week of the next semester (fall or J-term/spring), and must be accompanied by letters of recommendation from the student’s academic advisor, the person in charge of the respective cocurricular activity, and the student’s Residence Director (if applicable). The Academic Appeals Subcommittee shall act on the appeal, and the decision of that committee shall be final.

ACADEMIC APPEALS OF SUSPENSION OR DISMISSAL
Appeals of academic suspension or dismissal must be submitted in writing to the Academic Appeals Subcommittee and must include an explanation of why minimum academic requirements were not met and why an exception is warranted. Appeals must be received within the time limit stated in the suspension notification.

CLASS ATTENDANCE POLICY

Class attendance is important to student learning and hence central to Messiah College’s educational mission; therefore, regular class attendance is expected. However, the College recognizes that certain types of educational activities take place outside the classroom and can lead to conflicts with class attendance. Guidelines for student attendance and absence are provided below.

COURSE ATTENDANCE POLICIES
1. Individual course policies on class attendance are left to the discretion of the instructor (or academic department). Individual faculty
members (or academic departments) are expected to design and implement attendance policies that are supportive of the College-endorsed educational programming outside of the classroom and, to the extent it is possible, provide ways a student can make up the portions of the courses missed due to student participation in College-endorsed educational activities without penalty.

2. Attendance policies must be conveyed to students at the beginning of the semester and must be delineated in the syllabus. Attendance policies must address the following: (a) the extent to which attendance is required, (b) the role absences play in the attendance policy, (c) the policy for making up absences, and (d) the impact of attendance/absences on student evaluation.

3. Faculty should be respectful of student schedules and the class time assigned to other courses. Faculty have been given an assigned time for their courses, and it is, in general, expected that instruction will take place within this designated time. Any exceptions must be stated in the syllabus.

4. If an out-of-class requirement in one course conflicts with the class time of another course, the faculty member making the out-of-class requirement must provide other ways for the student to fulfill the requirement of the required out-of-class requirement.

PROCEDURES AND PROTOCOL FOR ABSENCES RELATED TO COLLEGE-ENDORSED ACTIVITIES

1. Steps will be taken to minimize student absences related to College-endorsed activities. Toward this end:
   a. All athletic contest schedules will be reviewed and approved by the Athletic Director and the Faculty Athletic Representative prior to the beginning of the semester.
   b. All artistic performance programming will be reviewed and approved by the Dean of the School of the Arts prior to the beginning of the semester.
   c. All academic field trips by faculty or departments will be reviewed and approved by the appropriate School Dean or the Assistant Dean of General Education and Common Learning (for IDS courses) at least one month prior to the activity.
   d. All student absences due to student professional presentations will be reviewed and approved by the appropriate School Dean at least one month prior to the activity.

2. All parties involved will be made aware of the scheduled absences well ahead of the date(s) of absence.
a. To the extent it is possible, absences due to College-endorsed activities will be identified at the beginning of each semester or term.
b. At the beginning of each semester, the Faculty Athletic Representative will send all teaching faculty the approved dismissal times for all scheduled athletic contests.
c. At the beginning of each semester, the Dean of the School of the Arts will send all teaching faculty a schedule of approved performances which may result in class conflicts.

3. Upon receipt and approval by the appropriate supervisor, anyone sponsoring the College-endorsed educational activity must complete the “Instructor Notification System” that is available in Banner Self Service under the Faculty and Advisors menu two weeks prior to the activity. This form must be filled out in full, and upon completion will be sent to each faculty member that is impacted.

4. Students participating in College-endorsed activities are still required to directly notify in advance the faculty member of any class they must miss. This must be done at least a week prior to the planned absence. Students are also responsible for meeting with the faculty member to work out the conditions for completing any work or assignments in advance with the attendance policy of the course.

5. No College-endorsed activities that result in student absences may be scheduled on the days before or after any College break or during finals week. Any exceptions must be approved by the Athletic Director, Vice Provost/Dean of Students, School Dean or Provost.

6. It is understood that flexibility in these procedures will be granted in the case of conference and NCAA playoffs, or approved late-developing opportunities for student performance or presentation.

ABSENCES DUE TO STUDENT ILLNESS OR CRITICAL ILLNESS/DEATH IN THE IMMEDIATE FAMILY

For class absence due to personal illness, it is the student’s responsibility to notify the instructor(s) prior to the class, if possible. If prior notification is not feasible, the student should ensure that instructors are notified by the end of the day on which the classes meet.

For deaths in the family and similar emergencies, students should notify the Office of the Vice Provost/Dean of Students. Please email cbieber@messiah.edu or call (717) 796-5234 with the pertinent details. As the Vice Provost/Dean of Student’s Office will notify the faculty of the student involved, it is important that the student notify the office as soon as possible.
APPEAL PROCESS
If a student believes that the above policy has not been followed, he or she can appeal to the Provost.

MAKE-UP WORK
It is the prerogative of the individual instructor to decide whether students who miss a class examination are granted make-up privileges. Any arrangements are to be made between the student and the instructor.

DROP/ADD

Adding a Course
Students may add courses through the end of the second week of classes each semester. Changes made in the second week of classes and beyond require the written approval of the instructor and the student’s academic advisor on a Drop/Add form. Schedule additions after the second week of the semester require approval of the Registrar and are subject to a late registration fee. Students may add a J-Term course during the first three days of J-Term.

Dropping and Withdrawing from a Course
Courses may be dropped during the first third of the term and will not appear on the student’s transcript. Students may withdraw from a course during the second third of the term. Courses from which a student has withdrawn will be indicated with a “W” on the student’s transcript. Dropped or Withdrawn courses do not affect the student’s grade point average. After the first five class days of a semester, a fee may be assessed for each course change requested. Specific deadline dates for course changes are posted each semester on the Registrar’s homepage.

EXAM POLICIES
Students are expected to attend their final exam period at the scheduled time. Any student having more than eight credit hours of final examinations in one day may request a change in his/her final schedule. All requests for change must be submitted to the Registrar’s Office using the Request for Final Examination Change form. It should be noted that travel arrangements are not sufficient reason for exceptions to the exam schedule. All requests for rescheduling exams must be submitted to the Registrar at least one week prior to the first day of final examinations. Once the Registrar confirms the student is scheduled for more than 8 credit hours of final examinations in one day, the student and instructor need to coordinate to reschedule the exam for a time mutually acceptable to both.
GRADE APPEAL PROCEDURES

If a student disagrees with a grade which has been given in a particular course, and it has been determined that the grade recorded was not in error, the student may initiate the grade appeal process. A student’s final grade may not be raised by doing additional assignments after the course has concluded or by revising previously submitted assignments.

1. **Informal discussion between student and instructor.** If the discussion results in a grade change, a grade change request form is submitted to the Registrar’s Office by the instructor. If the matter is not resolved to the student’s satisfaction, the student is referred to the department chair.

2. **Informal discussion between student and department chair.** The student should informally discuss the matter with the department chair. The department chair should discuss the concern with the instructor. If the discussions result in a grade change, a grade change request form is submitted to the Registrar’s Office by the instructor. If the matter is not resolved to the student’s satisfaction, the student is informed that there is a formal appeal procedure. The first informal contact with the department chair must be before the end of the semester following the semester in which the grade was earned.

3. **Formal discussion between student, instructor, and department chair.** The department chair should arrange a meeting to discuss the matter with the student and instructor together. If this discussion results in a grade change, a grade change request form is submitted to the Registrar’s Office by the instructor. The student should be informed in writing of this decision. If the matter is not resolved to the student’s satisfaction, the student should be informed in writing of this decision, along with options available to the student.

4. **Student appeal in writing to department chair.** This written appeal must be made within ten working days of the written notification of the student by the department chair of the outcome of the formal discussions. Within ten working days of the student’s appeal, the department chair must inform the instructor of the appeal and provide a copy of the student’s appeal. The instructor has ten working days to provide a written explanation of the student’s grade. The department chair has ten working days to convene a departmental meeting (without the instructor or student present) to review the case and come to a decision based on the student’s written appeal and the
instructor’s written response. The department chair will inform the student of the departmental decision in writing, with copies to the instructor and the School Dean. If the decision results in a grade change, the department chair will submit a grade change request to the Registrar’s Office with a copy of his/her response to the student attached.

5. **Student appeal in writing to the School Dean.** If the decision of the department is not to the student’s satisfaction, the student may appeal the decision to the School Dean. This appeal must be made in writing, within ten working days of the department chair’s letter to the student. The School Dean shall investigate carefully and render a decision in writing within thirty days, which shall be final.

6. **Cases involving the department chair.** In any case where the instructor is the department chair, another member of the department will serve in the role of the chair in these proceedings.

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**GRADING**

Letter grades (A, B, C, D, F) carry a quality point value and are used in the computation of a GPA. Letter grades and their corresponding quality point values are as follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Quality Point Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A−</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B−</td>
<td>2.7</td>
</tr>
<tr>
<td>C+</td>
<td>2.3</td>
</tr>
<tr>
<td>C</td>
<td>2.0</td>
</tr>
<tr>
<td>C−</td>
<td>1.7</td>
</tr>
<tr>
<td>D+</td>
<td>1.3</td>
</tr>
<tr>
<td>D</td>
<td>1.0</td>
</tr>
<tr>
<td>F</td>
<td>0.0</td>
</tr>
</tbody>
</table>

**Credits and Quality Points.** A student’s cumulative grade point average is determined by dividing the number of quality points earned by the number of credit hours attempted in which quality points may be earned (graded total). Credits transferred from other institutions do not carry quality points and are therefore not computed in the grade point average.
Pass/Fail Grades
During a college career, students may take a maximum of four courses on a Pass/Fail (P/F) basis with these conditions:

• The course cannot be used to meet a major, minor, or QuEST requirement. It must be a free elective.
• The cutoff for Pass shall be C–.

Pass/Fail grades do not carry a quality point value and are not used in the computation of semester and cumulative grade point averages.

\[ P = \text{Pass.} \] Used only for a passing grade in a Pass/Fail course or when a student selects to register for a course on a Pass/Fail basis. The cutoff for pass is C–. Semester credits in which the student receives a P count toward the total required for graduation, but not toward the grade point average.

\[ F = \text{Failure.} \] The grade of F is a failing grade and is included in the computation of both the semester and cumulative GPA. F applies under the following conditions:

• The student has not done passing work for the term;
• The student drops the course in the final third of the term;
• The student does not do passing work (earning a D+ or less) in a course graded on a Pass/Fail basis;
• The student fails to clear an Incomplete within the specified time frame;
• The student unofficially withdraws from a course.

Approved Pass/Fail Only Courses. The following courses may only be taken as Pass/Fail:

- ADED 485
- ATED 291
- BUSA 102, 115
- CHRM 099
- ENGR 389
- GEST 101, 140, 210
- HDFS 099
- MUEN 111-156
- MUSI 001
- ENGL 391, 392
- SERV 232
- TEP courses

Approved Letter Grade Only Courses. The following courses may only be taken for a letter grade:

- CIS 283, 411, and 412
- INTE 394
- IBI 331, 339, 350, 390

Auxiliary Symbols.
\[ W = \text{Withdrawal.} \] During the middle third of the semester, students may withdraw from courses with a grade of W. The grade will be posted on the academic transcript but it will not affect the student’s GPA.
**I = Incomplete.** The grade of I is given when, for some major reason such as illness, a student has been unable to complete the prescribed course on schedule. It should be given rarely and never to accommodate the student who through carelessness or poor planning does not complete his/her work on time. For credit, an I must be removed according to the following time schedule; otherwise, an F will be recorded. Fall semester: Before opening of Spring term. All other terms: By the end of the fourth week following term.

**Changing a Grade.**
If after final grades have been assigned and submitted, an error in a student’s grade is discovered by the instructor or brought to the attention of the instructor by the student, the instructor should complete the Change of Grade form with the Registrar’s office. All changes of grades must be accompanied by a rationale and be approved by the Registrar by the end of the following semester.

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**GRADUATION REQUIREMENTS**

Academic advisors provide counsel to students regarding choice of curriculum and of each semester’s program of courses, but responsibility that the required subjects are included at the proper time rests with the student. Final responsibility for the fulfillment of all requirements for graduation also rests with the student, who is expected to seek advice when needed. Any deviations from the published requirements require the approval of the Registrar.

**Application for Degree.** Students working toward a degree must file an application for degree with the Registrar’s Office at the beginning of their senior year. This presupposes the completion of a minimum of 87 semester hours of credit. Applications require the approval of the Academic Council and the Community of Educators before students are formally admitted to degree candidacy.

**Graduation Attendance.** Graduating seniors are expected to participate in the Commencement exercises. Exemption requests should be directed to the Office of the Registrar.

**Requirements for All Degrees**
1. 123 hours of credit, except as noted in the requirements for selected majors.
2. A minimum cumulative grade point average of 2.0 (C) for all academic work presented for the degree.
3. A minimum cumulative grade point average of 2.0 (C) for all work listed as specific requirements for the major.
4. The last 30 credits preceding the conferring of the degree earned at Messiah College with a minimum of 12 credits in the major.
5. For transfer students, a minimum cumulative grade point average of 2.0 (C) for hours required at Messiah College for graduation.
6. Completion of a major with requirements as specified by the respective academic department.
7. Completion of all General Education requirements

**JANUARY TERM**

The January term is an integral part of the spring semester. Thus, students register for the spring term and January term simultaneously. Usually they take three or four credit hours in January and twelve or thirteen during the spring term. The credits earned during the January and the spring terms compose the total for the spring semester.

**While all students are expected to register for a January term course, first year and sophomore students are required to do so.**

No tuition or room and board discounts are provided for students who do not enroll for a January term course.

**MEDICAL LEAVE**

Medical leave is available for students who, due to documented serious physical or psychological illness, need to leave the College during the semester without completing their course work or to withdraw from the College for no longer than two consecutive semesters. Medical leave may be voluntarily requested by a student or, in certain circumstances, may be determined to be required for a student when the student’s psychological or medical condition renders him or her a threat to the safety, health, or well-being of any person or of the campus community, or causes a significant disruption of the educational and other activities of the College community.

Medical Leave, whether voluntary or required, is not a substitute for appropriate disciplinary action although disabilities may be considered mitigating factors in a disciplinary proceeding. A student suffering from a medical or psychiatric disorder who is accused of a disciplinary violation will not be exempted from the disciplinary process unless, as a result of the medical or psychiatric disorder, the student: (1) lacks the capacity to respond to the allegations, (2) did not know the nature and the quality of the action in question or (3) had approved accommodations through the Office of Disability Services that were not implemented and failure to provide such accommodations resulted in the disciplinary violation.
Students on medical leave are not regarded as having permanently withdrawn from the College and need not apply for readmission through the Admissions Office. However, students must be approved for fitness to return to campus through the process described in the policies below. A student may request a more limited medically excused status if he is medically unable to complete the final forty percent of a semester but intends to return to the College at the beginning of the following semester. The request is initiated in the same manner as described below in the voluntary medical leave section. A student approved for medically excused status need not request permission to return to the College for the following semester unless conditions for returning had been stipulated by the College at the time of departure.

A student on medical leave (regardless of whether voluntary or required) will retain all accrued seniority for housing and registration purposes and may register conditionally for courses if he or she intends to return for the following semester. Any money paid to the College as deposits against tuition or charges anticipated for the following semester will be refunded in full if the student is not approved to return. Documentation for determination of fitness to return must be received by the deadlines listed below and approval to return granted in order for registration to be considered final. Seniority for housing preferences cannot be guaranteed for students who do not meet these requirements.

Financial aid implications
It is the responsibility of the student to contact the Financial Aid Office individually to discuss the implications of medical leave on his or her financial aid.

Refund of tuition and fees
Students who take medical leave during the first five weeks of the semester may be eligible for some refund. Please see the Student Financial Services website for specific information: www.messiah.edu/info/21513/refunds.
No refunds will be given for students who are granted medical leave during the final 10 weeks of the semester.

VOLUNTARY MEDICAL LEAVE

The following policy establishes the procedures under which a voluntary medical leave may occur, as well as the process for return from leave.

1. Initiation of Request
A student requesting medical leave must make the request in writing to the
Director of Counseling and Health Services. The request may be for either one or two semesters. The student may be required to provide appropriate documentation from a physician, therapist, or other qualified caregiver. All medical leave documents can be found at:
https://www.messiah.edu/info/20898/educators/1432/medical_leave

2. Determination of request
A decision approving or disapproving the medical leave request will be made by the Director of Counseling and Health Services. If there is a pending academic or disciplinary proceeding that could result in a suspension from the College, medical leave requests will not be considered until the proceeding has concluded. A student under suspension from the College is ineligible for medical leave.

As part of receiving medical leave, the student may be asked to arrange for ongoing treatment during the time he or she is on medical leave. Failure to comply with this treatment would result in a termination of the medical leave and mandatory withdrawal from school.

When a student has been approved for medical leave, the Director will provide a copy of the decision to the Registrar. The Registrar will notify appropriate offices on campus of the student’s status and send a copy of the decision to the student for his or her records. Copies of the decision will be maintained in the student’s academic and student life files. Original documentation from the student’s medical records will be maintained confidentially by the Director of Counseling and Health Services.

A request for medical leave for the current semester must be made prior to the last week of class in the fall or spring semester, or prior to the last day of class in January term.

3. Effective date of medical leave status
A student whose request for medical leave is approved during the first sixty percent of the semester will be deemed to have medical leave status as of the date on which his or her request was made to the Director of Counseling and Health Services. The student will remain on medical leave status for the balance of that semester and may request an extension for the next semester by filing a request as described below.

A student whose request for medical leave is approved during the final forty percent of the semester will be deemed to be a medically excused continuing student for the balance of that semester, but will have medical leave status as of the first day of the following semester. The student may request an extension for one additional semester by filing a request as described below.

4. Extension of medical leave status
A student on medical leave status may request a one-semester extension by providing new documentation to the Director of Counseling and Health Services by August 1 for the fall semester or December 1 for the spring semester. A decision approving or disapproving the request will be made
by the Director of Counseling and Health Services. The Director will provide a copy of the decision to the Registrar, who will notify appropriate offices on campus. Medical leave status may continue no longer than two consecutive semesters. After this time, a student who does not return to the College will be deemed officially withdrawn. Students who are approved for more than one medical leave during their time at Messiah College may be subject to different degree requirements than when they originally entered the College. Different degree requirements may extend the amount of time it takes for a student to complete his/her degree. Students returning from a second medical leave are encouraged to consult with the Registrar’s Office about their degree requirements.

5. **Grades and completion of medical leave work**

A student whose request for medical leave is approved during the first sixty percent of the semester will be given a grade of “W” (Withdrawal) in each course for which he or she is registered. No “I” (Incomplete) grades will be given. No credit will be earned for any course, and a prorated refund of charges will be made as determined by Student Financial Services. A student whose request for medical leave is approved during the final forty percent of the semester may be deemed medically excused and may be given a grade of “I” for one or more courses with the approval of the faculty member(s). When a grade of “I” is not deemed feasible, a grade of “W” will be given. No refund of charges will be made for courses in which a grade of “I” is given. To receive academic credit for a course, incomplete work must be completed by the final day of the semester following that during which medical leave was approved. It is the responsibility of the student to contact individual instructors to arrange for the timely completion of course work. If the student does not complete work in a course within this time, the grade of “I” for that course will be changed to a “W.”

6. **Determination of fitness to return to campus**

A student requesting to return from medical leave will be asked to sign a release allowing the Director of Counseling and Health Services to communicate with the physician, therapist, or other caregiver, as well as with other persons at Messiah College involved in determining the student’s fitness to return. The student must provide documentation from his or her physician, therapist, or other caregiver concerning current medical status by August 1 to be considered for approval to return for the fall semester, or by December 1 to be considered for approval to return for the spring semester. The student also may be required to have an interview with the Director of Counseling and Health Services and/or the Director of Disability Services. The College reserves the right to require the student, in order to return to and remain in classes, to be in ongoing, off-campus treatment as well as other necessary stipulations. All information will be reviewed and a decision regarding fitness to return will be made by the
The granting of medical leave by the College does not guarantee that the student will be allowed to return.

REQUIRED MEDICAL LEAVE

The following policy establishes the procedures under which a required medical leave may occur, as well as the process for return from leave. Its requirements and procedures are applicable to all students with or without disabilities.

1. **Standards for a Required Leave**
   Typically, a Required Medical Leave is invoked when a student exhibits acute or persistent health or behavioral problems which arise from physical or mental health issues. Each situation will be reviewed on a case-by-case basis. The College may initiate the Required Medical Leave process if, in the judgment of the Dean of Students, a student meets one or more of the following criteria:

   a. The student is deemed a direct threat to the safety, health, or well-being of any person. A direct threat to others includes any danger of suicide, self-mutilation, accident, or assault that cannot be mitigated by reasonable accommodations or necessitates unusual measures to monitor, supervise, treat, protect, or restrain the student to ensure his or her safety and the safety of those around the student.

   b. The student’s behavior is disruptive to others and negatively affects the community. Disruptive behavior is that which causes emotional, psychological or physical distress to fellow students or staff substantially above that normally experienced in daily life. Such disruption may be in the form of severe distress associated with one or more behavioral incidents, or somewhat less severe but persistent distress over a more extended period.

   c. The student refuses to cooperate with recommended assessment or treatment and his or her physical or psychological disorder seems likely to deteriorate to the point of permanent disability, disfigurement, impairment or dysfunction without such assessment or treatment, thus presenting a direct threat to the safety, health, or well-being of any person. Where standard assessment is impossible because of the student’s resistance, indirect behavioral observations will constitute the basis for judgment.

2. **Procedures for a Required Medical Leave**
   When conditions allow for an investigation, including an individual assessment of the student’s health status, resolution of the situation will
first be sought with the student's cooperation if at all possible. Voluntary leave is encouraged to preserve, to the extent possible, confidentiality, and to maximize the participation of the student or his or her family. If the student declines voluntary medical leave, he or she may be involuntarily withdrawn from the College. The involuntary medical leave process can be initiated by any College official who believes a student meets one or more of the standards described in paragraphs 1a, 1b, or 1c above. College officials with concerns about student safety will contact the Dean of Students, who will coordinate the Required Medical Leave process.

When the Dean of Students becomes aware of a student who may fit the standards for required medical leave, she will request an individualized physical or mental health assessment from the Director of Counseling and Health Services and a community impact review from the Associate Dean of Students. When possible, this should begin with a one-on-one meeting with the identified student. The individualized health assessment will include relevant records from on- and off-campus treatment providers. The community impact review will include relevant information from employees and students having interaction with the student. If the Dean of Students deems the student does not meet any of the standards for a Required Medical Leave, this process will terminate and the Associate Dean of Students, Director of Counseling and Health Services, and/or the Director of Disability Services will meet with the student to develop reasonable accommodations necessary for student success and community safety. The student will be required to adhere to the established accommodations. Failure to adhere to the established parameters could result in the student being required to take a medical leave.

If the individualized health assessment and community impact review result in a recommended medical leave, and the student refuses voluntary medical leave, then a Health Review Team will be established. The Heath Review Team will be comprised of the Dean of Students, Associate Dean of Students, and the Director of Disability Services.

The Health Review Team will review the individualized health assessment and the community impact review and will invite the student to meet with the team. At that time, the student may provide additional information for consideration. The Team may require a further assessment of the student by a medical/psychiatric provider identified by the Team to determine if the student meets the standards above. The work of the Team will be guided by the following:
• Each student’s situation is different, and an individualized determination must be conducted in each case, considering the stressors faced by that student.
• The nature, duration, and severity of risk to self or the community must be considered.
• A consideration will be made of reasonable accommodations which may mitigate risk and contribute to student success and community safety.
• Emphasis must be placed on the student’s observed conduct, actions, and statements, as opposed to primarily on speculation, inferences and assumptions.

If the Team concludes that the student does not meet any of the standards for a Required Medical Leave, it will inform the student in writing and establish reasonable accommodations for student success and community safety.

If the Team concludes that the student does meet one or more of the standards for a Required Medical Leave, the Team will notify the student of its decision in writing and will include its reasons for this conclusion, the effective date of the medical leave, the conditions for return (if applicable), and the appeal process to be followed by the student. The Team’s decision will become effective immediately upon deposit in the mail or hand delivery.

3. Interim Measures
In all cases where a Required Medical Leave is being considered, the College will undertake an appropriate review and take prompt and effective action to support and protect the student(s) involved. This includes taking appropriate interim measures before the final decision is made. If the Dean of Students has reason to believe, based on information available, and in consultation with professionals with appropriate expertise, that the student’s continued presence on campus poses an imminent threat of significant harm to self or others in the community, the College may take immediate action to remove the student from campus pending receipt and review of relevant information. This temporary removal may remain in place pending completion of any appeal process. Accordingly, the College may impose a “no contact” directive, which will typically include a directive that the involved parties refrain from having written, verbal, phone/text, or physical contact with one another, directly or through a third party, pending an individualized health assessment and community impact review and final decision. The College may also take any further protective action that it deems appropriate concerning the student pending the Health Review and final decision, including, without limitation, directing the
appropriate College officials to alter the student's class schedule, housing (including restriction from College housing), and/or access to the campus (including class attendance).

4. Access to Campus During Leave
In certain circumstances, the student on medical leave may have their access to campus and other students limited during the time they are on leave. If these stipulations are established, they will be communicated in writing. Upholding or not upholding these parameters will have a measure of influence the recommendation for a return.

5. Student Appeal Process for a Required Medical Leave
The Health Review Team’s decision may be appealed by the student to the Vice President for Human Resources and Compliance within five (5) business days of the decision. Such appeals should be in writing and include specific points the student wishes the Vice President for Human Resources and Compliance to consider. The Vice President for Human Resources and Compliance will make a decision based on the record. Additional evidence may be submitted, but it does not need to be considered.

The Vice President for Human Resources and Compliance has seven (7) business days to review the record and inform the student of his or her decision in writing. The Vice President for Human Resources and Compliance may (a) uphold the decision of the Team, (b) refer the matter back to the Team for further proceedings, or (c) reverse the decision of the Team and reinstate the student. The Vice President for Human Resources and Compliance's decision is final.

6. Process for Return to the College after a Required Medical Leave
Permission to return for a student who has been placed on a Required Medical Leave will follow the guidelines for returning from voluntary medical leave, with the approval of the Associate Dean of Students and Director of Counseling and Health Services. Typically, at a minimum, conditions for return to class may include medical or psychiatric treatment during the period of leave and verification of compliance with recommendations of treatment providers. Other conditions for return may include examinations by independent or College-employed medical health professionals, release of relevant medical records, demonstrated ability to meet the College’s academic and conduct standards, interviews with College officials, personal statements, and a decrease in the conduct resulting in the Required Medical Leave. The amount and nature of
material requested, and the breadth of the review, will be based upon the
nature and severity of the student’s condition at the time Required Medical
Leave was taken. Approval to return will be granted only if the Associate
Dean of Students and Director of Counseling and Health Services
determine that the conditions that led to the Required Medical Leave are
no longer present or are mitigated to the extent that the student does not
meet one or more of the standards in Paragraphs 1a, 1b, or 1c above.

The Associate Dean of Students and Director of Counseling and Health
Services will consider recommendations of the student’s care providers
regarding return, but will make determinations independently and in
accordance with all available information and expertise. Thus, a
recommendation for return from a student’s healthcare provider(s) is not
in itself sufficient grounds for return. Failure of the student to cooperate in
these procedures, to comply with required conditions of the leave or
withdrawal, or to provide accurate and complete information is grounds for
reconsideration of the student’s status. Once all the relevant information
has been considered, the Associate Dean of Students and Director of
Counseling and Health Services will make a recommendation to the Dean
of Students, who makes a final determination regarding the student’s
return from Required Medical Leave. Approval to return may include
stipulations concerning class schedule, extracurricular activities, place of
residence or other conditions as may be judged to be appropriate to the
safety, health, and well-being of all persons in the campus community.

7. Confidentiality
If the student has been treated at the Engle Center, treatment records may
be used in determining the outcome of the Required Medical Leave process.
Under such extreme conditions that a consideration for Required Medical
Leave is necessary, the Director of Counseling and Health Services may
decide that confidentiality must be waived, as is indicated in the “Client
Consent” form signed by the student at the initiation of counseling. All
records concerning Required Medical Leave will be kept in accordance with
College policy. Required Medical Leave will be recorded on the transcript
as a withdrawal from current courses.

Required Medical Leave Policy revised April 2017
STUDENT SUPPORT SERVICES

2018-2019
MURRAY LIBRARY AND LEARNING COMMONS
A key facility in the College’s educational program is the Murray Library. It contains quiet and chat-friendly places for individual and group study, a coffee/pastry bar, and a computer lab. Librarians are available during most open hours to help students with reference and research questions. The library building contains a Learning Commons that houses the Office of Disability Services, the Writing Center and the Learning Center. The library provides online access to more than 100 academic research databases, 80,000 journals, 90,000 ebooks, and more than 250,000 print books, periodicals, and other media. The Library also houses the Brethren in Christ and College archives, and the Athenaeum. Membership in various consortia expedites the loan of resources from other libraries.

LEARNING CENTER
The Learning Center provides students with assistance in achieving and maintaining the level of academic proficiency necessary to be successful in Messiah College’s rigorous intellectual environment. Beneficial to students at all levels of competence, both individual and small group tutoring is offered free of charge. Trained tutors who have excelled in the courses in which they are providing assistance offer tutoring in a number of subjects, including, but not limited to, Biology, Chemistry, Nursing, Spanish, Math, and Music Theory. In addition, tutors are capable of providing assistance with various academic skills such as time management, test-taking, textbook reading, note taking and memory enhancement.

MATH HELP ROOM
The Math Help Room offers free, walk-in peer tutors for help with problems in math, physics, and statistics courses. Hours are Monday - Thursday, 7-9 p.m. in Frey Hall room 367. For more information, contact Dr. Doug Phillippy.

WRITING CENTER
Any student at any stage of the writing process—from understanding an assignment and finding a topic to composing and revising a draft—may find assistance and encouragement at the Writing Center. Trained peer tutors advise and support student clients who visit the Writing Center, helping them to become more confident and adept writers.
CABLE TV

The College’s cable television system provides access to local and major networks, PBS, and various other sports, entertainment, and educational channels. This service is provided in all student residences. Student requests for additional channels may be submitted to the Student Government Association. Requests must be approved by the Director of Student Involvement and Leadership Programs and the Cocurricular Education Council.

THE CAMPUS STORE

The Campus Store & Textbook Express combines one store in two spaces in the Eisenhower Center.

Shop The Campus Store for Messiah apparel, drinkware & gifts; plus school supplies, technology, health & beauty, a variety of gift cards and much more. Store hours: 9:00 am-4:00 pm Monday-Friday and Saturday 11:00 am-3:00 pm when classes are in session. Contact us at 717-691-6024, messiah@bkstr.com or order online 24/7 at shopmessiah.com.*

Shop The Textbook Express to rent or buy new, used and digital textbooks and other course materials. Store hours vary during the term, see store for posted hours and rental return and buyback information. Contact us at 717-796-1800 x3051, messiah@bkstr.com or order online 24/7 at shopmessiah.com.*

*All major credit cards accepted in store and online. Falcon Dollars accepted in store only.

CAREER & PROFESSIONAL DEVELOPMENT CENTER

The Career & Professional Development Center is committed to serving the career and professional development needs of students from every academic major and class year. Career coaches are available to assist students in the following areas: identifying core strengths and interest areas, exploring majors and career options, developing a plan to test out possibilities and gain practical experience, specifically through internships, and providing resources for the transition to employment and graduate school. Through individual career advising appointments, career-related
programs and events, and interactive online resources, the Career & Professional Development Center offers services to meet a wide variety of career development needs. Students are encouraged to visit the Career & Professional Development Center often, beginning with their first year on campus.

COPY SERVICES

There are several self-service copier/printers located on campus for student copying. Some are black and white only and others print in color. Scanning is available on both types of copiers. Copiers are located:

- Boyer Hall second floor alcove (B&W)
- Boyer Hall third floor alcove (B&W)
- Climenhaga Fine Arts first floor Art Wing (Color)
- Eisenhower Campus Center at the Receptionist (Color)
- Eisenhower Campus Center Basement (Color)
- Fishbowl Grantham/Miller/Hess (B&W)
- Frey Academic first floor alcove (Color)
- High Center first floor Rm 046 (B&W)
- High Center second floor Rm 134 (B&W)
- Jordan Center third floor balcony (B&W)
- Kline Basement Rm 027 Lounge (Color)
- Kline third floor Rm 311 (B&W)
- Larsen Student Union second floor lobby (B&W)
- Murray Library lower level computer lab (Color)
- Murray Library upper level computer lounge (Color)
- Murray Library upper level copier room (Color)

DINING SERVICES

All students who live in traditional residence halls are required to purchase the Dining Dollars meal plan. Students living in apartments, satellite housing or commuting will also be able to purchase the meal plan via The Nest on the Messiah College Portal.

The meal plan price for 2018-2019 is $2475.00 per semester. The meal plan has two components associated with it; the Dining Services Operations Charge and a declining balance account named Dining Dollars. The Operations Charge covers the primary operational costs associated with operating our campus restaurants. The price of the Operations Charge is $1480.00 per semester. The Dining Dollars will be used to make your actual day to day meal purchases. The initial amount of the Dining Dollars
portion loaded on the student ID card is $995.00 per semester. The $995.00 is an average of what the majority of students will spend each semester. The amount of Dining Dollars necessary will vary greatly based upon your individual dining habits. Additional funds can be added to the Dining Dollars account as needed at the Falcon Exchange.

An additional benefit to the meal plan includes receiving a 52% discount on purchases in the Lottie Nelson Dining Hall and a 30% discount at the Union Café, The Falcon, Café Diem, Café @ Winding Hill and the Falcon Hut. (The discount does not apply to vending machine purchases.) Dining Dollars account balances up to $100.00 carry over from the fall semester to the spring semester. At the end of each academic year, a maximum of $200.00 ($100.00 per semester) remaining Dining Dollars will be transferred and credited to your student billing account. Upon graduation or withdrawal, a maximum of $200.00 ($100.00 per semester) remaining Dining Dollars shall be refunded. In the case where a housing adjustment is made at the end of the fall semester that would no longer require you to have the Dining Dollars meal plan for the spring semester, up to $100.00 (fall semester only) Dining Dollars will be transferred and credited to your billing account after the fall semester.

The Meal Plan Agreement is a semester agreement. Students seeking an exception to the mandatory meal plan policy may complete a meal plan agreement change/exemption form and submit it to the Dining Services Office for review by our nutritionist and director. Exceptions may be granted on the basis of medically documented dietary requirements which cannot be accommodated by Dining Services.

A valid Messiah photo ID card is required for students to purchase meals with Dining Dollars, Ala Carte, and/or Falcon Dollars in all of our locations. ID cards must have a clear, visible picture and be able to be swiped. If you are eating in the Lottie Nelson Dining Hall and need to leave for a brief period of time, you must turn in your ID card to the cashier who will return it when you re-enter. ID cards are nontransferable. Use of someone else’s ID card will be considered theft.

Unauthorized entrance into Lottie Nelson Dining Hall and/or taking food from the dining room will be treated as theft. Our no-limits policy in Lottie Nelson Dining Hall provides students with all they care to eat while in the dining room and does not entitle you to take food from the dining hall, including fruits, desserts, etc., for later consumption. Shoes and shirts must be worn in all of our restaurants. Taking items from the Union Café, The Falcon, Café Diem or Café @ Winding Hill without paying will be treated as theft. Food throwing will not be tolerated. Violations will be
referred to the Associate Dean of Students.

Questions about the Dining Dollars meal plan should be addressed to Dining Services at (717) 766-2511 ext. 7126.

**RESIDENTIAL DINING**

Lottie Nelson Dining Hall, located on the upper level of the Eisenhower Campus Center, is an all-you-care-to-eat facility. We offer a wide range of fresh foods and menu options during each meal period. A full breakfast is available with a fresh fruit and yogurt bar and a create-your-own omelet station. At lunch, we offer a specialty salad bar, homemade soups, create-your-own sandwiches at the Grantham Grill, and an array of fresh and healthy menu options. Dinner is comprised of comfort foods and a made-to-order pasta bar. In addition to these choices available at lunch and dinner, you can create your own stir fry at our Mongolian Grill or treat yourself to a burrito at the Southwest Station. Special dietary needs can be accommodated at all dining locations. Additional information is available at [http://www.messiah.edu/info/20671/special_dietary_needs](http://www.messiah.edu/info/20671/special_dietary_needs). Join us any time for great food and service. Dining Dollars, Ala Carte, cash, credit cards, and Falcon Dollars are accepted.

Lottie Nelson Dining Hall hours are:

**Monday-Friday**
- Breakfast: 7:00 a.m. – 10:00 a.m.
- Lunch: 11:00 a.m. – 2:00 p.m.
- Dinner: 4:30 p.m. – 7:30 p.m.

**Saturday-Sunday**
- Brunch: 9:00 a.m. – 2:00 p.m.
- Dinner: 4:30 p.m. – 7:30 p.m.

For additional information, visit the Lottie Nelson Dining Hall website at [http://www.messiah.edu/info/20673/lottie_nelson_dining](http://www.messiah.edu/info/20673/lottie_nelson_dining)

**CAFÉ DIEM**

Café Diem is located inside the Murray Library. Pick up a good book and stop by for a coffee, specialty drink, pastry or big cookie. Additional grab n’ go items available. Dining Dollars, Ala Carte, cash, credit cards, and Falcon Dollars are accepted.

Café Diem hours are:
Monday–Thursday:  8:30 a.m. – 11:30 p.m.
Friday:  8:30 a.m.–5:30 p.m.
Saturday:  11:00 a.m. – 3:00 p.m.
Sunday:  4:00 p.m. – 11:30 p.m.

For additional information, visit the Café Diem website at http://www.messiah.edu/homepage/734/cafe_diem

THE FALCON
The Falcon is located inside the Eisenhower Campus Center beside The Campus Store. Stop in and try one of our specialty paninis, salads, rice bowls, grill items, or grab n’ go products. See our menu and features for more information. Dining Dollars, Ala Carte, cash, credit cards, and Falcon Dollars are accepted.

The Falcon hours are:
Monday–Friday:  7:30 a.m. – 3:30 p.m. (Grab ‘n Go only from 2:30 p.m. – 3:30 p.m.)

Online ordering is available at http://falcon.messiah.edu

For additional information, visit the Falcon website at http://www.messiah.edu/info/20674/the_falcon

UNION CAFÉ
The Union Cafe, located inside the Larsen Student Union building, serves a wide range of foods including sandwiches, salads, burgers, pizza, ice cream, smoothies, and a variety of grab n’ go items. Dining Dollars, Ala Carte, cash, credit cards, and Falcon Dollars are accepted.

The Union Café hours are:

    Monday–Thursday: 7:30 a.m.–11:00 p.m.
    Friday: 7:30 a.m.–12:00 a.m.
    Saturday: 1:00 p.m.–12:00 a.m.
    Sunday: 1:00 p.m.–11:00 p.m.

Online ordering is available at http://union.messiah.edu
For additional dining information, visit the Union Café website at http://www.messiah.edu/info/20675/union_cafe
Students with disabilities governed by the Americans with Disabilities Act may request accommodations through the Office of Disability Services, located in the Murray Library and the Learning Commons in Suite 115. Disability Services provides assistance to students, including self-screening tools, advice, advocacy, and referral. Commonly arranged accommodations include extended time or alternate locations for examinations, assistance with class notes and handouts, ADHD coaching support, alternate text formats, interpreter or captioning support, and clearances for medically necessary housing. More information is available at http://www.messiah.edu/info/20112/disability_services

ENGLE CENTER

FOR COUNSELING AND HEALTH SERVICES

HEALTH SERVICES
Health services are available to all currently enrolled full time undergraduate students who have completed the required online health history form and physical examination.

The Engle Center is open Monday - Friday from 8:00 am to 5:00 pm when classes are in session. A registered nurse (RN) or nurse practitioner (NP) is available for telephone consultation after hours when students have urgent medical questions that cannot safely wait until the Engle Center reopens the next business day. A Nurse Practitioner is available by appointment Monday - Friday on a fee basis. RNs are also available by appointment, at no cost. There are low cost fees for the administration of allergy shots, lab work, some procedures and supplies. These fees can be charged to a student’s tuition account or paid at the time of service using cash, check, credit card, or Falcon Dollars. A travel medicine clinic is available for pre-travel consultation and vaccinations needed for overseas travel. A schedule of fees is available on the Engle Center website.

When needed, Health Services personnel can refer students to other physicians and area hospitals. Students are financially responsible for the cost of services performed off campus. The Engle Center does not file claims with students’ insurance companies; it will, however, provide a bill which can be used by the student to file a claim.

Prior to enrollment, students are required to have a physical exam and to
complete online health history forms. In addition, students must complete a TB screening form and provide proof of the required immunizations. If a tuberculosis test is needed, it must be completed within the 6 months prior to entering the College. Students who do not complete the required health history, physical, TB screening and immunization record will have a hold put on their registration for subsequent semesters. Students who do not follow through with the TB screening protocol within 3 weeks of the start of classes may be asked to remain off campus until testing is complete.

In the event a student misses a class due to illness, he or she is responsible for informing the class instructor. A “Visit Verification” slip is available to students who have been evaluated by Health Services personnel at the time of their illness. No visit verification slips will be given after a sickness or missed class. Faculty members make the final determination on whether or not a student’s absence from class is excused. Upon request, Health Services will notify professors of prolonged absences or hospitalizations.

**COMMUNICABLE DISEASES**

Communicable diseases are diseases that spread from one person to another. The spread often happens via airborne viruses or bacteria, but also through blood or other body fluids. Students studying and living in close proximity to one another are inherently more at risk for communicable diseases. The College requires immunizations for certain communicable diseases. Failure to provide proof of these immunizations will cause a delay on Move In Day (Room keys will not be distributed until ALL immunizations and forms are completed), and risk the ability to register for classes. The College will take action to maintain the well-being of both the student and the community when a communicable disease is identified on campus. Some communicable diseases are reportable to the State Health Department. Depending on the nature of the disease, short-term or long-term isolation from the campus may be necessary for the individual with the disease.

**MEDICAL EMERGENCIES**

In a medical emergency, students should observe the following procedures: if it is a life-threatening emergency, dial 9-911 immediately. Have someone notify Dispatch at ext. 6005 or 717 691-6005 so that the Department of Public Safety can escort the ambulance to the student’s location. In other instances, call Health Services at (717) 691-6035 or go to Health Services in person, Monday–Friday, 8 a.m.–5 p.m.

At all other times, the after-hours nurse advice line cell phone number is
(717) 649-3153. If unable to reach the nurse on call, contact Dispatch at ext. 6005 or (717) 691-6005.

COUNSELING SERVICES
Counseling Services provides clinical mental health counseling by professional counselors. A variety of services are available to help students grow as individuals and assist them in dealing with the inevitable challenges of their college years. Confidentiality is assured in the counseling process. Individual counseling is available to full time students at a nominal fee.

Students who need assistance should stop by or call Counseling Services to arrange an initial assessment appointment. At the appointment, the counselor will assist the student to design a customized plan for growth and skill development. The plan may include individual counseling, group counseling, and/or referral to other campus support opportunities.

MENTAL HEALTH
There are a number of support services available to students who are dealing with mental health issues. On very rare occasions, a student may be required to leave the College for a period of time when he or she is dealing with psychiatric difficulties. A student who exhibits serious health problems (or behavior problems arising from physical or mental health issues) which threaten the health or safety of the student or others may be encouraged to take a voluntary medical leave. When possible, accommodations will be considered on a case-by-case basis as an alternative to medical leave. When accommodations are not appropriate or feasible and the student is unwilling to take voluntary medical leave, he or she may be evaluated for Required Medical Leave. A student seeking to return from Required Medical Leave will go through the same return process as do voluntary medical leave students.

In the event of a required medical leave, refunds are made on a prorated basis from the date leave began, consistent with the policy for voluntary medical leave. A student required to leave the College for mental health reasons receives medical leave status. The student will be permitted to return to the College when the issue which led to the medical leave has been addressed and a support plan has been approved by the Director of Counseling and Health Services. The general Medical Leave and the Required Medical Leave Policies are located in the Academic Life section of this handbook.
INFORMATION TECHNOLOGY SERVICES

Student Computer Services (SCS) is located in the lobby of Hoffman Hall, at the center of campus.

What Student Computer Services Will Do For Students

- We will make sure that students’ personal computers can access the internet from their residence hall or campus apartment including showing students how to properly use a network switch.
- We will support students with questions related to the use of our Learning Management System, Canvas.
- We will support students with questions related to the use of Microsoft’s Office 365.
- We will set up access to Messiah’s student web space and make sure that connection is possible.
- We will either ensure your existing virus protection software is working or install free anti-virus software to make sure your computer is protected.
- We will install and run anti-malware software to help fight against internet popups.
- Other software configuration or setup may be done at the discretion of the Manager Student Computer Services. Services performed will depend on the availability of personnel and time.
- Contact us by calling the Student PC Support Line, 717-796-5039 or emailing HelpDesk@messiah.edu

We do NOT service or provide support for the following:

- Computers with Windows Vista or lower operating systems
- Printers (and all other peripherals)
- Switches or USB hubs (hardware problems)
- Modem connections

Is there a charge for these services?
Student Computer Services performs all work free of charge for Messiah students.

What problems can SCS help with?
The first priority of Student Computer Services is to make sure all students can access the campus network. We will help students free their
computers of viruses and install free anti-virus on computers without current, working anti-virus software. As time provides and at the discretion of the Director, Technology Support Services we will also provide software and hardware installation and support.

**Computer Labs**

Messiah College has 35 computer labs, consisting of just over 300 computers (Windows/Mac), on campus. There are three types of labs managed by ITS: General Usage Labs, Residence Hall Labs, and Department Labs. There are also Public Access Computers (PAC) in the Murray Library.

**General Labs**

General Labs are available for all students and can be reserved for classes. These labs feature a Teacher Station for demonstrations. General labs can be found in the following locations:

- Frey 145
- Frey 166
- Boyer 337
- Library 12

**Residence Hall Labs**

Residence Hall Labs are available for all students and are located within the residence halls. All programs available in the General Labs are available in the Residence Hall Labs. Residence Hall Labs can be found in the following locations:

- Hess A41
- Kelly B6
- Mellinger C5
- Sollenberger A45

**Department Labs**

Department Labs are setup for the exclusive use of an academic department. They feature special software needed by the department. The labs range in size from two computers to as many as 30.

**Public Access Computers**

Murray Library is home to our Public Access Computer (PAC) stations. These Windows computers are located in the main lobby area and are available to student, faculty, staff, and Messiah College guests.
In addition, all student rooms and major campus buildings are set up for wired and wireless access to the campus network. The Student Computing Services team, located in the lobby of Hoffman Hall, provides computing access support for students. Services include assistance with connecting personal computers to the network and troubleshooting any issues that may arise on personal computers that may affect coursework.

POST OFFICE

Mailboxes are assigned to students in the Eisenhower Campus Center. Students usually share a mailbox with one other student. Each student is issued a key, for which there is a $25 fine for loss or failure to return. Received packages are put into lockers and the key for the locker is put into the mailbox. The address format for students is:

- Student’s Name
- Messiah College
- One College Ave Unit Number
- Mechanicsburg, PA 17055

All incoming mail, including packages, must have the name and unit number.

ROOM RESERVATIONS

The Conference and Event Services Office serves Messiah College by scheduling all non-academic programs and activities, along with coordinating support services to those meetings, programs, and activities. Rooms may be reserved by student groups for meetings and activities. Campus facilities are available to recognized student organizations, College departments, and College-sponsored groups. All use of space must be approved by the Conference and Event Services Office prior to use. Simple requests for the use of space are made by submitting a request through the EMS WebApp (the college room scheduling software) or by calling ext. 6009 or 717-691-6009. Mountain View 141 may be reserved by students for activities that are of a personal nature or activities that are not College related, however, all attendees must be Messiah College students, staff or faculty. No external guests are permitted. Every effort is made to confirm your room request as soon as possible. We do, however, ask that you allow two business days to process your request.

Additional time is required to process more detailed event requests. Examples of detailed requests include: Dining Service requests such as
picnics or catered functions (approval must be granted two weeks prior to event); requests for extended building hours (approval must be granted two weeks prior to the event); major events such as concerts and conferences (approval must be granted one month prior to the event); outdoor or other large events (approval must be granted two weeks prior to the event) and any other event requiring set-up of tables, chairs, trashcans, etc. (approval must be granted two weeks prior to the event).

The deadline for requesting events on campus is the Friday before Spring Break. All event requests made after the start of Spring Break will be denied.

Special requests such as fundraising arrangements, off-campus vendor requests, off-campus speaker requests, dancing and film requests must be made through the Student Involvement and Leadership Programs Office. All special requests must be approved two weeks prior to beginning the activity.

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**STUDENT EMPLOYMENT**

There are many opportunities for a Messiah College student to have a job on campus. Student Employment at Messiah College includes both federal work study and institutional work assignments. Additional details on campus employment, eligibility, locating available jobs, and obtaining an on campus job are available by contacting the Student Employment Office or at:

http://www.messiah.edu/info/20242/student_employment

Off-campus internships and full-time, part-time, and summer jobs can be found through MC Career Pro online at:

https://www.myinterfase.com/mccareerpro/employer/

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**STUDENT FINANCIAL SERVICES**

**CHECK CASHING**

Personal checks may be cashed by students presenting a valid student ID at the Falcon Exchange Monday-Friday between 9 am and 4 pm. Checks exceeding $100 will not be cashed. Second-party checks will be processed if endorsed to the student presenting the check. A fee will be assessed for any returned check.

**FALCON EXCHANGE**

The Falcon Exchange provides several essential student services. Located on the second floor of the Eisenhower Campus Center, near Lottie Nelson Dining Hall, the Falcon Exchange issues student ID Cards, student parking permits, administers Falcon Dollars and also provides services such as bill
paying and check cashing. Additional Dining Dollars may be purchased utilizing the same methods. The Falcon Exchange is open Monday-Friday between 9:00 am and 4:00 pm.

**FALCON DOLLARS**

The “Falcon Dollars” plan is a declining balance program that works like a debit card. Money deposited into a Falcon Dollars account may be used to make cash-free purchases at various campus locations. All purchases are transacted by a card reader. Students may check their Falcon Dollar account balances via their FALCONLink Self-Service account, on a VTS machine or at the Falcon Exchange. Falcon Dollar deposits may be made throughout the semester online, at VTS machines located on campus, or at the Falcon Exchange. Cash withdrawals may be made at the Falcon Exchange only during the last two weeks of the semester.

**STUDENT ID CARD**

Your student ID card is your official means of identification while at Messiah College. It is used for identification purposes and for access to numerous facilities and services on campus. All ID cards are issued by the Falcon Exchange. ID cards are the property of Messiah College. No one is allowed to borrow or use another student’s ID card for any purpose. Lost cards should be reported to the Falcon Exchange during business hours of 9:00 am to 4:00 pm weekdays. If the Falcon Exchange is closed, a temporary card may be obtained at the Dispatch Office. All students are entitled to one complimentary replacement card due to loss or damage. Subsequent ID cards are issued for a fee. Temporary ID cards must be returned to the Falcon Exchange or Dispatch Office within 72 hours or a charge of $15.00 will be assessed to the student’s tuition account. Lost temporary cards are also charged a replacement fee of $15.00. All fees are non-refundable.

**FEES, FINES, AND OTHER CHARGES**

Several fees are associated with particular services and programs, including but not limited to audited courses (if < 12 credits or > 18 credits), private music lessons, drop/add, transcripts, and science labs and specific nursing courses. Current fees are posted on the College website. A student’s account may also include charges for Health Center Services, vehicle registration, and various fines associated with the loss or damage of College property, etc.
PAYMENT POLICIES
All tuition bills are sent electronically. The College does not send paper bills. Students can access their eBill through FALCONLink under QuickLinks. It is the student’s responsibility to grant electronic access to, or otherwise distribute, bills to other parties. There are two options for making financial payments to the College for fall and spring semesters.

1. Pay per semester requires payment of the entire balance due for the semester approximately two weeks before the first day of classes. Semester plan electronic payment options include ACH (e-check), American Express, Discover, MasterCard, and VISA. A 2.75% processor fee will be added to credit card payments. Processor fees are not added to ACH payments. Payments may also be mailed to Messiah College, One College Avenue Suite 4516, Mechanicsburg, PA 17055.

2. Tuition Management System (TMS) monthly plan options: Fall semester: 5 month plan with payments starting in June or a 4 month plan with payments starting in July. Spring semester: 5 month plan with payments starting in November or a 4 month plan with payments starting in December. TMS may be contacted at 800-722-4867 or messiah.afford.com.

In both cases any approved, but unaccredited, financial aid (e.g., student loans, private scholarships and grants, parent loans, etc.) may be taken into account in calculating the payment amount, provided that the relevant information is clearly communicated to Student Financial Services.

Summer: Full payment is required in advance for summer sessions, directed study courses, independent study courses, internships and practica. Payment can be made online through e-checks (ACH) or by credit card. Payments may also be mailed to the Falcon Exchange, and both cash and checks are accepted at the Falcon Exchange.

HOUSING AND COURSE REGISTRATION, DIPLOMA AND TRANSCRIPT HOLD POLICY
1. Diplomas and Transcripts will not be released for students with balances of $25 or more.
2. Housing, parking and course registration are prevented for students with balances of $100 or more.
3. Conditional registration may be permitted for students with balances between $101 and $1,000 after consultation with a Student Financial Services employee, a written acknowledgement of the debt, development of a payment plan, and a good faith payment.
4. The student’s account must be paid in full BEFORE registration.
for the student’s final semester.

5. Deviations from policy must be approved in advance by the Director of Student Financial Services or appointee.

**Undergraduate Tuition and Fee Refund Policy/Return of Title IV Funds**

Refunds for undergraduate students who completely withdraw from Messiah College, voluntarily or otherwise, are determined according to the following policy:

1. The refund portion of tuition, residence charges as well as institutional financial aid are calculated for the fall or spring semester as follows:
   - Week 1 100%
   - Week 2 75%
   - Week 3 60%
   - Week 4 50%
   - Week 5 25%

2. For refund calculation purposes, spring semester starts on the first day of J-term. Students who withdraw from the College during J-term are considered part-time students for the purpose of calculating refunds. As such, no J-term refunds are issued after the third day of J-term classes.

3. Student activity, student services, applied music, lab and other course related fees are not refunded after the first week. Nursing course related fees are not refunded unless the major is dropped prior to the first day of classes.

4. Students who withdraw from the College after the completion of the fifth week of classes during Fall or Spring semester will not receive a refund of tuition or residence charges.

5. **Dining Dollars Refund Policy:**
   - Withdrawals during the 1st week of the semester: The meal plan charge will be reversed in its entirety and students will be charged only for the Dining Dollars used at 100% value (This value includes the reversal of the discounted rates). The Dining Services office will provide documentation with the amount to be charged to Student Financial Services.
   - Withdrawals after the 1st week of the semester: The Operations charge is nonrefundable – any unused Dining Dollars will be refunded.
   - Medical Withdrawals: Students will be charged for dining dollars consumed and a pro-rated portion of the operations fee. The proration will follow the tuition and housing
proration schedule listed in #1 above.

6. Unused Meal Plan Refund Policy: Students are to notify Dining Services prior to the semester start if they have been assigned and charged for a meal plan that they do not wish to have. The policy parameters listed below are inclusive only of those meal plans that have not been used or ratified.
   - After 8 weeks, a 50% refund is given for unused meal plans.
   - After 12 weeks, refunds are not granted for unused meal plans.

7. Spring semester room charges will be adjusted only for students enrolled in credit-earning, off-campus activities during January or May terms. Adjustments will be uniformly applied to all campus housing charges. Housing charges will be adjusted for students participating in directed and independent studies only if there is an academic requirement that necessitates living off-campus. Housing charges will not be adjusted for students who attend classes, or who are otherwise on campus during both January and May terms.

8. There are no refunds for enrolled students vacating a room after the start of the semester.

9. There are no refunds for incomplete coursework, including all registered courses, independent study, directed study, internship/practica and online courses.

10. Refunds and adjusted bills will be sent to the student’s home address following withdrawal.

11. When federal financial aid (Title IV) refunds are involved, the grant or loan amounts are allocated in accordance with federal regulations in the following order: Unsubsidized Federal Direct Loans, Subsidized Federal Direct Loans, Federal Perkins Loans, Federal Direct PLUS Loans, Federal Pell Grants, Federal Supplemental Educational Opportunity Grants (SEOG), TEACH Grant, IRAQ and Afghanistan Service Grant, and other Title IV aid programs.

12. The term “Title IV Funds” refers to the federal financial aid programs authorized under the Higher Education Act of 1965 (as amended) and includes the following programs: Unsubsidized Federal Direct Stafford Loans, Subsidized Federal Direct Stafford Loans, Federal Perkins Loans, Federal Direct PLUS Loans, Federal Pell Grants, Federal SEOG, TEACH Grants, IRAQ and Afghanistan Service Grants.

13. Institutional and student responsibilities in regard to the return of Title IV funds:

**Messiah College's Responsibilities:**
• Providing each student the information given in the policy.
• Identifying students who are affected by the policy and completing the return of Title IV Funds calculation for those students.
• Returning any Title IV Funds that are due the Title IV programs.

Student's Responsibility:
• Returning to the Title IV programs any funds that were disbursed directly to the student and that the student was determined to be ineligible for via the Return of Title IV Funds calculation.

14. Medical Leave Refunds:
• Refunds for tuition, residence charges as well as institutional financial aid are calculated based upon the date of the medical leave paperwork and the following schedule: Week 1 = 100%, Week 2 = 75%, Week 3 = 60%, Week 4 = 50%, Week 5 = 25%.
• Meal Plans are charged based on meals consumed and a pro-rated portion of the operations fee. The pro-rataion will follow the schedule above.
• Student Activity, Student Services, applied music, lab, nursing, course-related and all other fees are non-refundable.
• Title IV funds (Unsubsidized Federal Direct Loans, Subsidized Federal Direct Loans, Federal Perkins Loans, Federal Direct PLUS Loans, Federal Pell Grants, Federal Supplemental Educational Opportunity Grants (SEOG), TEACH Grant, IRAQ and Afghanistan Service Grant) are refunded in accordance to federal regulations in the order above before the 60% point of the semester.
• Students who withdraw after January term, but before the first day of spring term will be treated as part-time students for refund purposes.
• Students who are granted medical leave during spring term (not including J-Term) will receive refunds based upon the schedule included in the official institutional refund policy, with the first week beginning on the first day of spring term.

15. Refunds and adjusted bills will be sent to the student’s home address following withdrawal. Small student account credit balances of $5.00 or less, if not specifically requested to be refunded within two weeks after the student leaves Messiah, will
automatically be cleared and donated to the general scholarship fund.

*The fees, procedures, and policies listed above supersede those published previously and are subject to change at any time.*

**TICKET OFFICE**

Requests for ticketed events must use the Ticket Information Sheet. It can be found as “Event Ticket Information form” on FALCONLink or by using the link below:

https://www.messiah.edu/forms/form/588/en/ticket_information_sheet

Any ticketed event held on campus is to utilize the Ticket Office for the distribution and sales of tickets. This includes event and transportation tickets. If an organization conducts an activity off-campus, they may utilize an off-site ticket vendor. Organizations who choose to use an off-site ticket vendor, cannot request the Ticket Office to distribute or handle transportation tickets for the event.

Refunds or Exchanges:

- Refunds are only given for canceled events that are not rescheduled.
- If a show is canceled, tickets may be exchanged for another showing of the production or the rescheduled event (if it is a single presentation show).

All Messiah College students (Full-Time and Part-Time Undergraduate and Graduate) are permitted to purchase discounted student tickets:

- One student ticket per ID
- Tickets will not be held without payment.
- The Ticket Office will not maintain a “Wait List”

Ushers:

- Ushers can be requested through the Ticket Office for on-campus events.
- All ticketed events will have Ticket Office Workers and Ushers.
  - The number of Ushers assigned to an event varies based on the size of the event.

Will Call Tickets:

- “Will Call” tickets will only be given to the guest who purchased them unless the guest has assigned them to another guest or released them to be redistributed. Tickets released for redistribution will not be resold; they will gifted to another guest.
• Unclaimed “Will Call” tickets/seats **will not** be given to guests who did not originally purchase the seats. This will eliminate the embarrassment of Ticket Office staff when “Will Call” guests arrive late only to find that the seats that they paid for have been given to someone else. If the original purchaser of the “Will Call” ticket does not claim their ticket, that seat will remain unoccupied for that show.

Accessibility Seating:
Special seating areas designated for individuals with disabilities are primarily for those using wheelchairs and their companions, those who need to sit in a particular location to allow a clear view of an interpreter, or those who require other seating-related accommodations because of a disability. Persons with special seating requirements are encouraged to reserve seats in advance. Should any **handicapped designated seats remain unsold, they will be held until 15 minutes prior to show start time** in order to accommodate any eligible individuals. In the event no qualified individual requests those seats, they may be sold to non-disabled individuals. If the last seat is sold to a non-disabled person, and the next person in line has a disability, the non-disabled person will not be asked to give up their seat. Designated handicapped seats are available from the Ticket Office. Seats in the Orchestra wings can be accessed by using the elevator and entering the hall through the side entrances (wings are raised sections and stairs must be climbed when entering through the back of the hall). Balcony wing seats can be accessed on the main level through either entrance.

**TRANSPORTATION OPTIONS**

1. Find a friend with a vehicle to arrange personal transportation.

2. Call a cab or Uber.
   • American Taxi 717-901-8294
   • Capital City Cab 717-939-6363
   • Dollar Taxi 717-238-2323
   • Keystone Cab 717-238-4400
   • Alpine Taxicab 717-265-1111
   • Uber [www.uber.com](http://www.uber.com)
3. College shuttle services: for more information refer to the website at: www.messiah.edu/transportation

4. Holiday Shuttle. Messiah College offers shuttle rides to the Harrisburg International Airport, Harrisburg Amtrak Station, Harrisburg Greyhound Depot, and Harrisburg Megabus Depot for fall break, Thanksgiving, Christmas, Jterm, Easter, and Spring Breaks. For more information refer to the website at: www.messiah.edu/holidayshuttle

5. Zipcar. Zipcar is a membership based car-sharing program at Messiah College that offers vehicles to members of the Messiah community (students and employees) to rent by the hour or the day. Everything you need to learn Zipcar is found at www.zipcar.com/messiah.

6. Student Rideshare Platform is a way for students looking for passengers or passengers looking for drivers to share rides and expenses. For more information on this program, refer here: www.messiah.edu/rideshare
Founded in 1909 by the Brethren in Christ Church in Harrisburg, Pennsylvania, to “educate men and women for home and foreign mission or evangelistic work,” Messiah Bible School and Missionary Training Home originally had 7 faculty and staff members and 12 students. By the end of the first school year, enrollment had risen to 37 students, and construction was under way for Old Main, the first building on the College’s current Grantham Campus.

In 1924, the school’s name was changed to Messiah Bible College. This change accurately reflected the institution’s broadening curriculum and the junior college status it achieved in 1922. By 1951, the College was approved to confer baccalaureate degrees and was renamed Messiah College. Accreditation from the Middle States Association of Colleges and Secondary Schools was achieved in 1963. Messiah initiated a satellite campus in Philadelphia in 1968 and in 1983 launched Messiah College—Africa in Nairobi, Kenya, leading to the chartering of Daystar University in 1993. During the past three decades, the College significantly increased the number of majors offered in the liberal arts and introduced degree programs in several applied areas. Messiah College now offers more than 50 academic majors.

Growth in the student body and in facilities accompanied growth in the academic program. Contributing to the growth in number of students was the College’s policy, declared in its earliest official statements, of welcoming students from all denominations and church traditions. From a first-year total of 37 students, the student body has grown to more than 2,900, representing over 60 denominations and church traditions.

Until 1972, Messiah College was owned and operated by the Brethren in Christ Church. Today, the College and Church share in a covenantal relationship, through which each of these two communities works to further the ministry of the other. Legal control is assumed by a self-perpetuating Board of Trustees. The College is presently under the leadership of Dr. Kim S. Phipps.

With the changes and developments of over 100 years, various elements in the history of Messiah College have remained constant—an emphasis on education for service, acceptance of students and faculty from diverse backgrounds, a commitment to excellence, and an endeavor to make Christ preeminent.
Many traditions and special events have come to be associated with Messiah College over the years:

**COLLEGE MOTTO**
“Christ Preeminent” points to Jesus Christ as both the ground for personal salvation and pattern for life and service.

**COLLEGE COLORS**
College colors are navy blue and white.

**COLLEGE MASCOT**
The College mascot is the Falcon.

**NEW STUDENT CANDLELIGHT SERVICE**
A memorable aspect of Welcome Week is a candlelight ceremony and worship service that signifies the entrance of the new class into the College community.

**COLLEGE CONVOCATION**
This event marks the annual opening of the academic year. The ceremony includes an academic procession of the Community of Educators, a welcoming address, and academic awards.

**HOMECOMING**
Homecoming is an annual event for the entire Messiah community which is held each fall to welcome alumni back to campus. Women’s powder puff football and men’s cheerleading competitions have become a traditional part of Homecoming. To reign over the day’s festivities, a Homecoming host and hostess are elected from the student body.

**SERVICE DAY**
In April, the College sponsors a day of service in which faculty, staff, administration, and students serve in campus and local community service projects.

**COMMENCEMENT**
The annual Commencement ceremony is held at the end of the academic year. The ceremony includes an academic procession of the Community of Educators and graduates in regalia and the awarding of honorary and earned degrees. The ceremony is held on Starry Field, overlooking the Chapel, and includes a procession through the covered bridge.
Active student participation is a central aspect of the governance system at Messiah College. The Student Government Association (SGA) appoints students to membership on standing committees of the College.

**COLLEGE COUNCIL**

The College Council consists of representatives from every College constituency. The Council makes recommendations to the President who is charged with making the final decision or final recommendation to the Board regarding issues such as strategic plan, institutional facilities initiatives and priorities, annual budget parameters and budget, salary and benefits, personnel policies and procedures, substantive issues of College image and marketing, new non-curricular and non-cocurricular College programs and initiatives which significantly impact the College’s basic philosophy and mission and/or significantly impact the allocation of financial and staffing resources. The SGA President and the SGA Vice President of Finance participate in this Council.

**COLLEGE COMMITTEES**

The following councils and committees all have student representation, with voting privileges:

**Academic Council**

The Academic Council proposes academic policies and programs and advises on academic matters and administrative issues related to the academic program. A subcommittee of the Academic Council reviews student academic petitions and appeals. The SGA President serves on the Academic Council.

**Assessment of Student Learning**

The Assessment of Student Learning committee guides and supports the assessment of student learning while promoting a culture of inquiry among Messiah College educators in order to enhance student learning. One student serves on this committee as appointed by the Director of Academic Assessment.

**Cocurricular Education Council**

The Cocurricular Education Council develops and periodically reviews the College’s philosophy of cocurricular education in the context of College mission and identity, College-wide educational objectives, and cocurricular principles and suggests changes. The SGA vice president of organizations and one other student as appointed by SGA serve on this committee.

**College Review Board**

This Board serves as a subcommittee of the Community Standards
Committee. Its responsibilities include the handling of all student disciplinary matters involving major or repeated violations and all appeals from other hearing bodies under the guidelines outlined in the Student Handbook. The two students appointed by SGA to the Community Standards Committee also serve as members of this Board.

Community of Educators Senate
The Community of Educators Senate is comprised of representatives from each constituent group of the Community of Educators. The Community of Educators Senate is a representative body with the authority to act on behalf of the Community of Educators. Among the responsibilities are curricular changes in existing curricular programs, curricular structure for general education, curricular policies, cocurricular policies, admissions requirements, graduation requirements, approval of College graduates. Membership includes the vice president of SGA with voice but no vote.

Community Involvement Advisory Committee
The Community Involvement Advisory Committee develops and periodically reviews strategies for organizing and disseminating information about community involvement to the broader Messiah community administrators, faculty, staff and students. This committee also provides counsel to faculty and students needing assistance with community based program initiatives. One student is appointed by SGA.

Community Standards Committee
The Community Standards Committee develops and reviews major changes in student behavioral standards and policies that support the Community Covenant and advance a campus ethos consistent with institutional mission. A subcommittee of this group serves as the College Review Board, which handles student disciplinary matters involving major or repeated violations. The chair of the peer review board and one student appointed by SGA serve on this committee.

Curriculum Committee
The Curriculum Committee reviews curricular requirements and courses for approved new academic programs and approves changes for all curricular programs. One student is appointed by SGA.

Diversity Committee
The Diversity Committee is the central committee that oversees all aspects of inclusive excellence initiatives on campus. Its task is to assist the College community in attaining institution-wide excellence in education through the pursuit of diversity and inclusiveness. This committee oversees committees and working groups that address specific aspects of diversity on campus that pursue specific agendas related to the Diversity Strategic Plan. The vice president of Diversity Affairs serves on this committee.
Educational Technology Committee
The Educational Technology Committee develops and maintains a philosophy and strategic plan for educational technology. It responds in an advisory fashion to proposals for major changes in services provided to faculty, students, and/or the College as a whole by Information Technology Services. Two students are appointed by SGA.

First-Year Experience Committee
The First-Year Experience Committee provides oversight to the purpose, objectives, and programs associated with the first college year. The committee reviews curricular and cocurricular strategies to ensure a smooth transition from high school to the first college year and to ensure that all first-year students begin the process of understanding what it means to be an educated person according to the institution’s mission and values. One sophomore student is appointed by the Vice Provost/Dean of Students.

Gender Concerns Committee
The Gender Concerns Committee educates, encourages, and empowers students and employees to become agents for change and transformation concerning gender issues on campus and beyond. Two students—one male and one female—are appointed by SGA and two students are appointed by the committee.

General Education Committee
The General Education Committee reviews the structure, courses, and guidelines for the general education program. The committee also reviews appeals from students regarding the satisfaction of curricular requirements. One student is appointed by SGA.

Information and Web Technology Committee
The Information Technology Committee recommends additions and modifications to policies related to information technology. One student is appointed by SGA.

International Student Advisory Committee
The International Student Advisory Committee reviews and addresses special needs that international students may encounter at the College. The president and vice president of ISA/MuKappa serve on this committee.

Library Committee
The Library Committee develops policies relative to acquisition and use of library materials, library services, and conduct in the library. Two students are appointed by SGA.

The Oakes Museum Committee
The Oakes Museum Committee reviews the Museum’s mission statement, policies, programming and outcomes, and proposes appropriate modifications and serves in an advisory capacity to the Museum Director. One
student with a major in the Department of Biological Sciences is appointed by the department chair.

**Peace and Conflict Studies Committee**
The Peace and Conflict Studies Committee reviews the mission and goals of the Peace and Conflict Studies Initiative and establishes criteria for developing and recommending elective courses for the peace and conflict studies minor. Two students are appointed by the director of The Sider Institute.

**Sustainability Committee**
The Sustainability Committee provides oversight and direction for sustainability initiatives at the College and ensures that the requirements of the President’s Climate Commitment are met. They develop information and talking points that tell the story of the College’s work on sustainability for various groups to use and also review and maintain the Sustainability website. Two student representatives serve on the committee representing Earth Keepers and Agape Center Sustainable Agriculture.

**Teacher Education Committee**
The Teacher Education Committee develops policies relative to all areas of teacher certification. Two students are appointed by the Messiah College Education Association – one in education and one non-education.

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**COMMUNITY OF EDUCATORS**

The Community of Educators consists of educators whose primary role is to directly help students attain the College-Wide Educational Objectives through curricular and cocurricular programming or who supervise those having this primary role. Members of the Community of Educators, who have at least a Master’s degree, include faculty (term-tenure track faculty, clinical track faculty, lecturers, librarians, and curricular administrators) and cocurricular educators (professionals in Athletics, Career Center, College Ministries, Counseling, Residence Life, Community Development, Off Campus Programs, International Student Programs, Multicultural Programs, and Student Involvement and Leadership Programs).

Educational means devoted to helping students attain these objectives can be categorized into curricular and cocurricular programming, with curricular programs defined as those that lead to academic credit for the students and cocurricular programs being defined as programs that do not lead to academic credit. Recognizing the complementary and mutually enriching nature of these two types of programming, it is nevertheless important, for the purposes of governance, to make a functional distinction between educators primarily involved with curricular
programs and educators primarily involved with cocurricular programming.
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407 – Jessica Becker

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A106 – Wyatt Sattzahn
A206 – Alexis Robinson
A306 – Madison Rivera
B007 – Jordan Parnell
B108 – Madalynne Schaeffer-Bayliff
B207 – Steven Alexander Chen

**B307 – SRA || Rebekah Forshey**

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113 – Michael Glazier
203 – Rachael Hammond
210 – Taylor Keckler
303 – Zach Andrews
309 – Nate Hostetter

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B201 – SRA || Jamar Gittens
C201 – Samantha Buck

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A205 – Bridget Connolly
A305 – Leiby Soto
A405 – Jared Newcomb
B104 – Eli McCabe
B205 – Shayuna Williams
B305 – Erik Tyson
B405 – Maegan Negron

**SIH/Harrisburg || Charlito Iwuagwu, G.A x4786**

**On-Call Numbers - Use to contact RA on call from 7 P.M. to 7 A.M.**

**Bittner:** x4175
**Grantham/Smith:** x4176
**Hess/Kelly:** x4198
**Miller/Fry:** x4177
**Mountain View:** x4178

**To dial numbers from a personal or off-campus phone, dial (717) 796-1800-1 before the extension.**