

AC203: Student Code of Conduct

Policy Title:	Student Code of Conduct
Policy Number:	AC203
Owner:	Senior Vice President, Academic and Student Success
Approved by:	Senior Leadership Team
Effective Date:	September 2026
Reference:	
See also:	Anti-Racism and Anti-Hate Policy Sexual and Gender Based Violence Prevention Policy Smoke-Free Campus Policy Student Complaint Policy Workplace Harassment & Violence Policy

St. Lawrence College is committed to making our resources fully accessible to all persons. This document will be made available in alternative format upon request.

BACKGROUND

Definitions:

1. **College Community:** employees, Students, volunteers, visiting professors, contractors, visitors, student groups, and other individuals who live, work, or study at, or carry out services for, the College.
2. **College Property:** property owned, rented, or otherwise used by the College.
3. **Complainant:** an individual identifying an alleged violation of this Code for the College's response.
4. **Discrimination:** any form of unequal treatment, whether intentional or not, that is based on the "Protected Grounds" under Code. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but have the effect of imposing burdens, obligations, or disadvantages, on certain groups of people, or which withholds or limits access to opportunities, benefits, and advantages available to other individuals.
5. **Guest:** a person visiting a Student on College Property.
6. **Harassment:** a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. A single comment or action may be serious enough to constitute harassment.

7. **Non-Academic Misconduct (NAM):** described below under heading *Types of Non-Academic Misconduct*.
8. **Respondent:** an individual who is alleged to have violated this Code.
9. **Sanctioned Activity:** an activity that has been approved by the College or by a student government.
10. **Student:** anyone who is registered, full-time or part-time, in a course or program of study, including a non-degree diploma or certificate (whether for credit or not) and online courses, offered by or through the College, or anyone who was so registered when the reported misconduct was said to have occurred.
11. **Support Person:** an individual that may attend any meetings, including those associated with the investigation, decision, or appeal, in order to provide personal support to an individual. A Support Person may offer support and guidance to the Student with respect to the process, but does not to advocate, represent, or speak on behalf of the Student. A Support Person may not be, or have the potential to be, a witness in the process.

Purpose:

St. Lawrence College ("College") is committed to the education and professional and personal growth of its College Community. The College believes that all members of the College Community should be able to learn and work in an environment that is safe, inclusive, and supportive. It is a shared responsibility between all College Community members to build and maintain this environment.

The Student Code of Conduct ("Code") sets out expectations for Student behaviour. The College expects Students to act in a manner that aligns with the College's values of teamwork, integrity, and belonging. These values are intended to guide Student behaviour to foster mutual respect for the dignity, property, and well-being of others.

The Code outlines the kinds of activities and behaviours that constitute Non-Academic Misconduct (NAM) at the College and a framework for how to resolve issues when the Code is violated. The NAM process is part of the broader educational mission at the College. The principles of education, well-being of Students, and the safety of the College Community will guide decision-makers in resolutions under the Code.

Scope:

The Code applies to Non-Academic Misconduct by a Student or group of Students that takes place:

- On or in College Property, including College residences and vehicles;
- in the context of online or distance learning;
- during field or work placements;
- off College Property, or through electronic media, in circumstances where:
 - a Student is participating in a Sanctioned Activity which may be related to student committees, clubs, boards, councils and associations;
 - a Student is representing the College; or
 - the conduct adversely affects:
 - the rights of a member of the College Community to use and enjoy the College's learning and working environment; or
 - the health and safety of a College Community member.

Incidents occurring off College Property which have no or little likelihood of impact on the environment at the College would be pursued by individuals through external processes.

To make a report regarding sexual violence, the College Community should refer to the Sexual and Gender-Based Violence Prevention Policy.

To make a report regarding racism, the College Community should refer to the Anti-Racism and Anti-Hate Policy.

Any Student who is discontent or dissatisfied with the College about its standards of service, its operation, or its employees should refer to the Student Complaint Policy.

POLICY STATEMENTS

1. Student Rights

- 1.1. **Legal Rights:** As with all other individuals in Ontario, Students are entitled to the rights and freedoms established in federal, provincial and municipal law. The extent of a right or freedom may reasonably vary with the circumstances, so that an exercise of a right which may be appropriate in a public place, may not be appropriate at an educational institution.
- 1.2. **Freedom of Expression:** Students have the right to express themselves freely and engage in open dialogue with other Students, faculty, and staff. This right must be exercised in balance with College policies, the Ontario Human Rights Code, or other municipal, provincial, or federal law.

- 1.3. **Equitable treatment:** Students have the right to be treated with respect and dignity, regardless of their race, gender, religion, sexual orientation, or other personal characteristics.
- 1.4. **Freedom from Reprisal:** Students have the right to feel safe and supported when reporting behaviour that is inconsistent with College policies without fear or threats of reprisal.
- 1.5. **Use of Facilities:** Students have the right to use College facilities and equipment as intended.
- 1.6. **Safety:** Students have the right to a safe and inclusive learning environment, free from harassment and discrimination.
- 1.7. **Procedural Fairness:** Students have the right to procedural fairness in any process in which they are a Respondent, including:
 - 1.7.1. the right to know the allegations against them,
 - 1.7.2. the opportunity to review all information being considered,
 - 1.7.3. the opportunity to respond to allegations,
 - 1.7.4. the option to have a Support Person of their choice present at any stage of the process,
 - 1.7.5. the right to have matters decided by a person free from bias and conflicts of interest, and
 - 1.7.6. the right to be provided with clear reasons for any decisions made.
- 1.8. **Appeal:** Students have the right to appeal a decision/sanction assigned under the Code. Refer to Appendix A Student Code of Conduct - Procedures.

2. Student Responsibilities

- 2.1. **Personal Responsibility:** Students are responsible for their personal conduct. Part of this responsibility is a duty for Students to recognize the impact of their actions on others and to address any harm caused by their actions.
- 2.2. **Civil Engagement:** Students are responsible for behaving towards other Students, faculty, and staff in a manner that is civil and appropriate to the context, and for refraining from disruptive or disrespectful behavior.
- 2.3. **Compliance with College Policies and Rule of Law:** Students are responsible for abiding by all Federal, Provincial and Municipal laws and College policies, including this Code.
- 2.4. **Safety:** Students are responsible for supporting a safe and secure learning environment, by following safety protocols and reporting any safety concerns to the appropriate College employee.

- 2.5. **Respect for Others:** Students are responsible for supporting an environment free from discrimination, harassment, hate, intimidation, assault, sexual violence, and violence, and for treating others in a way that does not harm, intimidate or threaten them physically or psychologically.
- 2.6. **Respect for Authority:** Students are responsible for respecting the authority of College employees acting in the proper course of their duties.
- 2.7. **Guests:** Students are responsible for ensuring that their Guests are aware of this Code and the expectations of appropriate behaviour. Students are responsible for the conduct of their Guest(s), including violations of this Code.

3. Types of Non-Academic Misconduct

3.1. Abuse of Process

- 3.1.1. Interfering with the administration of this Code (e.g., making false statements, breaching an interim measure, direct or indirect retaliation against someone involved in the process, trying to discourage an individual's proper participation in the process).
- 3.1.2. Failing to comply with a Non-Academic Misconduct sanction.
- 3.1.3. Knowingly bringing unfounded complaints with malicious, frivolous, or vexatious intent against another member of the College Community.

3.2. Contravention of Policy or Law

- 3.2.1. Violating a College policy, rule, or procedure, including the Residence Community Living Standards.
- 3.2.2. Violating professional and practice requirements while participating in placements, internships, or other experiential activities at a partner agency.
- 3.2.3. Violating a Municipal, Provincial, or Federal Law.

3.3. Disruption or Interference

- 3.3.1. Failing to comply with the directions of any College employee who is acting in the proper course of their duties.
- 3.3.2. Disrupting or obstructing College operations or Sanctioned Activities (e.g. through excessive noise, bomb threats, malicious fire alarm activations).

3.4. Misconduct Against Persons

- 3.4.1. Engaging in activities likely to endanger the health and safety of an individual.
- 3.4.2. Assaulting or threatening to assault another person, or knowingly causing another person to fear bodily harm.

- 3.4.3. Engaging in any conduct or communication (e.g., oral, written, electronic, graphic or physical) that is known, or ought reasonably to be known, to be unwelcome/unwanted, offensive or intimidating, including, but not limited to harassment, hazing, cyberbullying, and microaggressions.
- 3.4.4. Engaging in any conduct or communication (e.g., oral, written, electronic, graphic or physical) that incites hate, contempt, revulsion, or ridicule of a person or a group of people based on a protected ground as defined by the Ontario Human Rights Code.
- 3.4.5. Engaging in sexual violence against a member of the College Community as defined by the Sexual and Gender-Based Violence Policy.
- 3.5. **Misconduct Involving Property**
 - 3.5.1. Damaging, destroying, tampering with, defacing, or vandalizing property, including but not limited to property of the College and personal property of others.
 - 3.5.2. Stealing, misappropriating, or possessing property that is not the Student's own, even when there was intent to return the property.
 - 3.5.3. Using College facilities, equipment, supplies or resources improperly or without proper permission.
 - 3.5.4. Entering, attempting to enter, or being present in or on College Property, including digital property, or at a Sanctioned Activity without proper permission.
 - 3.5.5. Refusing to exit College Property when asked to do so by any College employee who is acting in the proper course of their duties.
 - 3.5.6. Being in possession of any firearms, weapons, or replicas thereof on College Property, or using any object to injure, threaten, or intimidate a person.
- 3.6. **Misrepresentation or Providing False Information**
 - 3.6.1. Presenting false identification or misrepresenting oneself to a College employee.
 - 3.6.2. Falsifying, fabricating or in any way modifying, either through omission or commission, a document to the College (e.g., transcript, diploma, letter of recommendation, a physician's letter/form).
- 3.7. **Substance Use**
 - 3.7.1. Consumption or possession of alcohol by a person under the age of 19, or furnishing alcohol to a person under the age of 19. Consumption or

possession of open alcohol on College Property except where it is specifically permitted (e.g., in a licensed campus pub, at a licensed event).

- 3.7.2. Consumption or possession of cannabis by a person under the age of 19, or furnishing cannabis to a person under the age of 19. Consumption or possession of cannabis on College Property, except as permitted by law.
- 3.7.3. Possessing, using, supplying or trafficking illegal drugs, drug paraphernalia, or controlled substances.
- 3.7.4. Entering College Property or engaging in any Sanctioned Activity, while in a state of intoxication, or while under the influence of any substance.
- 3.7.5. Smoking (including use of e-cigarettes) on campus except in circumstances specifically permitted by the Smoke Free Campus Policy.

4. Interim Measures

- 4.1. Where the alleged conduct raises reasonable concerns about an immediate, on-going, or possible risk to the College Community, the College may implement interim measures that are appropriate to the circumstances.
- 4.2. Interim measures are imposed by the Student Rights & Responsibilities Office (“SRRO”), who may consult with the Associate Director, Safety and Security and/or the Behavioural Intervention Team.
- 4.3. Interim measures are implemented to support the safety and wellbeing of College Community members.
- 4.4. Interim measures may include, but are not limited to:
 - 4.4.1. Ban from College Property
 - 4.4.2. Interim Suspension (e.g., from Athletics, Classes/academics, Residence)
 - 4.4.3. Restricted Communications/Contact
 - 4.4.4. Restricted Privileges
- 4.5. Interim measures may be implemented for a specific period or until the case is concluded.
- 4.6. A Respondent may ask the SRRO to reconsider the interim measures. There is no other right of reconsideration or appeal for interim measures.
- 4.7. Interim measures are not punitive and do not constitute a finding of responsibility or a violation of the Code.

5. Sanctions

- 5.1. When a Student has been found responsible for a violation of the Code, the College may impose one or more sanctions.
- 5.2. Sanctions must be appropriate to the nature and severity of the conduct in the case.
- 5.3. The primary approach of the Code is to be educational. The principles of education, well-being of Students, and the safety of the College Community will guide sanction decisions under the Code.
- 5.4. Repeated or multiple violations of the Code may result in progressively more severe sanctions.
- 5.5. Sanctions may include, but are not limited to:
 - 5.5.1. Written Warning
 - 5.5.2. Educational Assignment
 - 5.5.3. Apology
 - 5.5.4. Restitution
 - 5.5.5. No Contact
 - 5.5.6. Non-academic probation
 - 5.5.7. Restriction or Loss of Privileges
 - 5.5.8. Notice of Prohibition
 - 5.5.9. Suspension
 - 5.5.10. Expulsion
 - 5.5.11. Trespass Order
- 5.6. Each of the listed sanctions may have specific conditions tied to them which a Student would be required to comply with to fulfil the sanction.
- 5.7. Expulsion requires consultation with the Senior Vice President, Academic and Student Success.

6. Confidentiality

- 6.1. The College will protect personal information and handle records related to this Code in accordance with the Freedom of Information and Protection of Privacy Act and other applicable legislation.
- 6.2. The College will share personal information where it is necessary for the administration of this Code, to protect public safety or as required by law.
- 6.3. Participants in the process are expected to keep any related information confidential. Breaches of confidentiality may result in further investigation under the Code and progressive sanctions.

- 6.4. The importance of confidentiality will be explained to all participants as a necessary measure to protect the integrity of the proceedings under this Code.

7. Appeals

- 7.1. Students who have been found responsible for violating this Code may appeal the decision, based on the following grounds:
- 7.1.1. There was a breach of procedural fairness; or
 - 7.1.2. The sanctions imposed were unreasonable or substantially disproportionate given the nature and severity of the conduct. To be reasonable, the sanctions should fall within the range of possible and acceptable outcomes, in which case the appeal decision is not permitted to supplant the decision under appeal.
- 7.2. Decisions that are subject to appeal will stand, pending the appeal decision.

MONITORING

The Student Rights & Responsibilities Office is responsible for monitoring and updating this policy.

NEXT POLICY REVISION DATE

September 2031

SPECIFIC LINKS

[Student Code of Conduct Procedures](#)