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I. **THE HONOR COUNCIL**

The Honor Council will serve as the College's committee for review of professional conduct by medical students. (See Appendices I and II.) It will also serve as the group to which issues of ethics and student behavior can be addressed. It will promote overall high standards of professional behavior by medical students. While it establishes guidelines and promotes professional conduct, the Honor Council's role is not to police student behavior. Its members may encourage responsible action when misconduct is observed. In such instances, reporting to the Honor Council may be the appropriate action.

A. **JURISDICTION AND RESPONSIBILITIES**

The jurisdiction and responsibilities of the Honor Council will be as follows:

1. Engage in and, with Medical Student Association (MSA) or other subcommittee support, promote activities which heighten the awareness and commitment to ethical behavior by students.

2. Consult with students, faculty, committees, and administrative staff to clarify ethical issues and conduct of medical students.

3. Distribute the University of Cincinnati College of Medicine General Professional Standards: Guidelines for the Honor Council and other documents such as General Professional Standards: Guidelines for Student Conduct (See www.MedOneStop.uc.edu for Honor Council documents). It will be the responsibility of the Honor Council to conduct periodic review of the documents and recommend changes to the Dean who will, in turn, review and forward to the Faculty Council for approval. Documents will be distributed in the orientation packet for entering students. First year students will be required to sign an acknowledgment of receipt and understanding of these materials. (See Appendix III)

4. Receive and investigate all reports of alleged student misconduct.

5. Hear and recommend action, if any, in cases of medical student misconduct. (If the Council suspects during its deliberations that a crime has been committed, it will refer the case to the Senior Associate Dean for Student Affairs and Admissions who is to contact Medical Center Public Safety.)

The Honor Council is to meet no less than once per quarter (four meetings annually) to ensure that its responsibilities of promotion, consultation, and publication regarding professional standards are carried out. Additional meetings should be called as needed to investigate reports of alleged misconduct, hear and recommend action.

B. **STRUCTURE OF THE HONOR COUNCIL**

The Honor Council will consist of the following members and will be co-chaired by a faculty member and a student. All appointments are subject to approval by the Dean of the College. Overall responsibility for the ongoing functioning of the Honor Council is with the co-chairs in conjunction with the Dean. The Honor Council activities, including a summary of types of cases (without names) and the outcomes, shall be reported
annually at the end of Spring Quarter to the Dean by the Honor Council co-chairs. The Dean will distribute the report as appropriate.

1. **Students**

Five medical students, to include at least one from each academic year, shall serve on the Honor Council. One upper-class representative from among the five is to serve as the student co-chair. All students, including the student co-chair, have voting rights. One student representative and a first alternate are to be appointed from each class. A second alternate needs to be appointed for Years II, III and IV. The student co-chair is selected from the three upper-class representatives themselves; the first alternate to the student co-chair becomes his/her class' representative and, consequently, the fifth Honor Council student member. In turn, the second alternate serves as his/her class' first alternate. Each student serves for a one-year term with the option to be re-appointed.

Student representatives will be appointed by their class officers. Students may nominate themselves, nominate each other, or be nominated by their class officers. The Senior Associate Dean for Student Affairs and Admissions will review the nominees and receive approval from the Dean for the nominees to be considered for appointment. Candidates must be in both good academic standing, as defined by the Academic Performance Standards, Guidelines for Promotion Boards, and in good professional standing as judged by the Senior Associate Dean for Student Affairs and Admissions. Candidates may not hold membership on a Promotion Board or serve as a class officer.

The class officers will conduct interviews of all candidates and make the appointments for Honor Council class representatives and alternates as outlined above. The representatives for Years II, III, and IV will be appointed in April for the coming academic year. The Year I representative will be appointed before January 31 when the academic year is in progress and that appointment shall continue until the following January 31. Should the Year I representative be appointed as the Year II representative, the Year I alternate shall serve the completion of the term. In all other instances, an alternate will attend meetings only in the absence of his/her student representative and will be empaneled by the co-chairs. The alternate will meet with the representative of the class to keep up to date.

2. **Faculty**

Five full time faculty shall serve on the Honor Council. None may hold course directorship responsibilities, serve on a Promotion Board, or be a member of PEP. Four are to serve as members with voting rights. At least one of the four should be a basic scientist. The fifth faculty member is to be appointed by the Dean to serve as co-chair. The faculty co-chair does not vote. Faculty members serve a two year term with two new faculty terms starting each academic year. The
co-chair serves for a three year term. All may be reappointed. The Committee on Committees will be responsible for nominating a group of faculty members. Two will be appointed by the Dean yearly to serve on the Honor Council. Faculty alternates will be appointed as needed.

3. **Executive Secretary**

One executive secretary (ex-officio) shall serve on the Honor Council. The secretary is appointed by the Dean and is not a voting member. The ex-officio member serves for a two-year term in an administrative support capacity and may be reappointed. The executive secretary writes and distributes all Honor Council minutes and has responsibility for arranging for any budgetary needs of the Honor Council which will be supported by the Dean's Office.

The secretary's responsibility is to assist the co-chairs with all aspects of the hearing preparation, record keeping, procedures, including securing consultation if required, and all aspects of the development and functioning of the Honor Council.

Should other types of consultation become necessary, the Honor Council may seek the expertise of other consultants or groups.

An Honor Council member shall disqualify him/herself from an Honor Council hearing when involvement or interest in the individual(s) or activities under review might reasonably pose questions regarding the Honor Council member's impartiality. An Honor Council member may be removed by the Dean for failure to perform Honor Council duties, including attendance, or failure to continuously meet eligibility requirements. An alternate will serve as needed.

C. **ACTIONS OF THE HONOR COUNCIL**

Members of the Honor Council will keep all deliberations and actions of the Council completely confidential. Any breach of confidentiality shall subject the Council member(s) to disciplinary action or possible removal from the Council.

When the Honor Council votes on recommendations in a hearing, the following specifications apply:

1. A quorum of six members must be present, four of whom must be student members.

2. A simple majority vote is sufficient for a recommendation of counseling or oral reprimand.

3. A two-thirds majority vote is required for a recommendation of a written reprimand or more severe action.
The Honor Council can recommend any of the following actions in cases of confirmed misconduct:

- Counseling
- Oral reprimand
- Written reprimand including a statement regarding whether there should be placement of a letter in the student's file
- Change of grade
- Suspension from course
- Dismissal from course
- Suspension from College of Medicine
- Dismissal from College of Medicine
- Other actions deemed appropriate by the Council

In cases of confirmed misconduct, the hearing recommendation must specify whether a notation of misconduct is to be included in the student's Medical Student Performance Evaluation (Dean's letter).

II. THE MANAGEMENT OF STUDENT MISCONDUCT

A. CATEGORIES OF MISCONDUCT

The College recognizes that misconduct does not always fall into discrete categories. Yet, it has chosen to group misconduct into two general categories and has specified the process for responding to each type.

1. Criminal Offenses

These offenses are defined by the University of Cincinnati Student Code of Conduct. (Refer to: http://www.uc.edu/conduct/code_of_conduct.html) Examples include theft, destruction of property, trespassing, disturbing the peace, etc. In each instance, law enforcement officials become involved and charges are filed. Instances of student misconduct resulting in criminal investigation must be reported to the Senior Associate Dean for Student Affairs and Admissions for follow-up. It is the responsibility of the student to report all criminal investigations, arrests, convictions and guilty pleas for any offense other than minor traffic violations, to the Senior Associate Dean for Student Affairs and Admissions as soon as possible after the occurrence and no later than seven (7) calendar days after the occurrence. The reporting requirement includes DUI (driving under the influence) offenses, any instance where the student is called into court as a defendant, or any instance where the student is named a defendant in a lawsuit. (See Flowchart, Figure 1) The Senior Associate Dean for Student Affairs and Admissions, in conjunction with the Office of General Counsel, will determine when a student who is involved in criminal proceedings appears before the Honor Council.
2. **Other Misconduct**
   
a. **Academic misconduct**
   
   Academic misconduct includes acts of cheating, plagiarism, falsification, and forgery as defined by the University of Cincinnati Student Code of Conduct. (Refer to: [http://www.uc.edu/conduct/code_of_conduct.html](http://www.uc.edu/conduct/code_of_conduct.html)) These acts originate within a required or elective course and its related activities or within activities undertaken to meet the administrative or curricular requirements for matriculation and potential licensure.

b. **Non-academic misconduct**

   Other misconduct may occur that is neither criminal nor directly part of the course activities. Examples include inappropriate professional behavior, substance abuse, misuse of resources, failure to divulge or misrepresentation of information as requested on medical school applications, financial aid and other required forms or communications, etc.

   All instances of academic and non-academic misconduct are directed via a report to the co-chairs of the Honor Council for disposition. (Refer to Figure 1: Flowchart for Handling Misconduct, p. 9, also in General Professional Standards: Guidelines for Student Conduct)

B. **REPORTING AN INCIDENT**

1. **Decision to Report**

   Since behavior may occasionally appear other than what it is, the observer of an alleged misconduct may want to clarify his/her perceptions personally by discussion with the person involved. If satisfied that no further action is warranted, no report need be filed. However, if for any reason the observer decides not to proceed with personal contact, a written report may be filed in any one of three routes described below. The Honor Council will handle the incident according to established guidelines in which confidentiality and the student's rights are protected.

2. **Reporting Procedures**

   Any of three routes may be used to file a written report with the co-chairs of the Honor Council.

   a. An individual, who observes misconduct, may file a report directly with any member of the Honor Council who will then forward this report to the co-chairs.

   b. An observer may prefer to give a report to a faculty member. When the report is made, the faculty member alone or through an appropriate departmental representative (course director, department chair, departmental committee)
must forward the report to the Honor Council co-chairs or the Senior Associate Dean for Student Affairs and Admissions. The Senior Associate Dean for Student Affairs and Admissions will forward the report to the Honor Council co-chairs.

c. An observer may make a report to the Senior Associate Dean for Student Affairs and Admissions who will forward the report to the co-chairs of the Honor Council.

Some documentation, as requested by the Honor Council co-chairs or members, is required for the Honor Council to conduct an investigation. Documentation should include at least the following:

a. Date of the report  
b. Name(s) of individual(s) involved  
c. Location/activity/setting of incident  
d. Date and time of incident  
e. Description of incident  
f. Names of witnesses  
g. Name and phone number of person(s) submitting report

All reports and documentation will be handled confidentially and in keeping with the manner appropriate for student records. All Honor Council case records will be designated as confidential and kept for seven years by the Honor Council executive secretary.
FIGURE 1: FLOWCHART FOR HANDLING MISCONDUCT*

START

Alleged incident occurs

Criminal Investigation

NO

Incident reported (3 routes) to HCCC for action

HCCC inform student of rights & hearing process

HCCC together w/ SADSAA decide if cause to precede w/ hearing

NO

Inform accused student, the HC and those filing report

YES

Notify student & Dean

HC conducts formal hearing

HC makes report & recommendation to SADSAA

SADSAA informs student of HC’s report and recommendation and advises student of appeal rights (See Appendix II)

Does student wish to appeal?

NO

SADSAA informs Dean

Dean makes final College decision

YES

Judiciary Appeal Board conducts review of the record and any statements provided on appeal

KEY: SADSAA = Sr. Associate Dean for Student Affairs & Admissions

HC = Honor Council

HCCC = Honor Council Co-Chairs

*Refer to Guidelines for the Honor Council at [www.MedOneStop.uc.edu](http://www.MedOneStop.uc.edu) for chart detail.
C. PROCEDURES UPON RECEIPT OF A REPORT OF MISCONDUCT

1. Reports of Criminal Misconduct

The Senior Associate Dean for Student Affairs and Admissions receives all cases of misconduct that involve possible criminal conduct or investigation. After consulting with the Office of General Counsel, the Senior Associate Dean for Student Affairs and Admissions informs the student of his/her rights and calls for an administrative hearing. An administrative hearing occurs as close in time as practicable to the alleged incident and involves any or all of the following administrators: the Senior Associate Dean for Student Affairs and Admissions, other associate deans, and the Dean of the College of Medicine. The Honor Council co-chairs should be informed of the outcome. The hearing is held to determine if a student needs to be removed from coursework or the university should his/her presence endanger others or their property. Such removal is done by placing the student on an Administrative Leave while awaiting results of criminal investigation and/or prosecution. The hearing also determines the next appropriate steps.

2. Reports of Other Misconduct

The Honor Council co-chairs receive all reports from any of the three routes described above of academic or non-academic misconduct. The student named in the report is to be notified by the co-chairs of the receipt of the report, provided with a copy, and informed of his/her rights in view of Honor Council procedures. The Senior Associate Dean for Student Affairs and Admissions is to be informed of the report.

3. Decision to Proceed or Not Proceed with Hearing

The co-chairs, in consultation with the Senior Associate Dean for Student Affairs and Admissions, decide if there is sufficient cause to proceed with the hearing. In cases where the decision is made not to hold a hearing, the student named in the report, the individual submitting the report, and the Honor Council members are to be notified by the co-chairs of the decision and the reasons.

4. Preparation for Hearing

Prior to the hearing, the co-chairs carry out the following as appropriate:

a. Notify the student named in the report that a hearing will be held. The Senior Associate Dean for Student Affairs and Admissions will inform the Dean. The co-chairs set a date for the Honor Council to hear the case. The date should usually be within 20 business days of receipt of the report.

b. Inform the student of the names of the Honor Council hearing members. If the student believes any council member may be biased in the matter, he/she may object in writing, detailing the basis of the objection, to the faculty co-chair within two business days from the receipt of the names of the Honor Council members. If the co-chairs decide that a student member may be biased, the student's alternate or an alternate from another year will serve. Should a faculty member be in question, the Dean will appoint a replacement. The student or faculty member in question may not object to the accused student's
request. However, if this request is deemed to be excessive by the Honor Council co-chairs, the accused student's request may not be honored (i.e., accused student objecting to two or more Honor Council members without substantial proof/documentation of bias).

c. Explain the nature of a closed hearing. All hearings will be closed. A closed hearing may be attended only by the Honor Council and its advisor, the party bringing the charges and his/her advisor, the accused student and his/her advisor. Witnesses will be present at a closed hearing only during the times of their own presentations. They can also be asked to return to the hearing if further questioning is required.

Should a student not wish to appear before the Honor Council, the case will still be heard.

d. Investigation teams will be determined by the Honor Council co-chairs, if necessary, to request additional information, documentation, and investigation. Written and/or oral reports may be requested, also. Departments, the Dean's Office, or any individuals with information pertinent to the case may be asked to report.

e. Identify and arrange for witnesses to appear at the hearing.

f. Receive and add to the agenda those names of witnesses and documents which the student in question wishes to present.

g. Prepare and distribute a hearing agenda and materials to the Honor Council members, the charging party, and the accused.

Above all, the co-chairs are to conduct the hearing to insure that the proceedings are fair and impartial, that truly relevant information is presented, and that thorough study is given to all recommendations.

D. HEARING PROCEDURE

The purposes of the hearing are two-fold:

1. To determine if the alleged misconduct occurred, to establish its degree of severity, and to explore extenuating circumstances.

2. To determine what response is appropriate and to recommend this action to the Dean.
The general procedure of the hearing shall be as follows:

1. The hearing, except for the deliberations, will be recorded by a stenographer. The final transcript of the hearing will be submitted to the Senior Associate Dean of Student Affairs and Admissions along with other evidence from the hearing.

2. All present in any capacity during the hearing will be informed of the confidentiality of all proceedings. Discussion of proceedings and testimony other than in an official capacity is not permitted.

3. The role of the faculty co-chair is to conduct the hearing according to the Guidelines for the Honor Council. He/she serves to facilitate the hearing process and remains an impartial moderator.

4. The Honor Council members and their advisor, the party bringing the charges and his/her advisor, and the student named in the alleged misconduct and his/her advisor may be present throughout the presentation of witnesses and questioning.

5. The Honor Council members (excluding the executive secretary) may question anyone appearing before the Honor Council. An advisor may not address the Honor Council but can confer with his/her respective party.

6. Each witness will be present only during his/her testimony and/or period of questioning.

7. Those bringing the case of alleged student misconduct before the Honor Council, as well as his/her witnesses, will be heard first.

8. The student to whom misconduct has been attributed, as well as his/her witnesses, will be heard second.

9. The party bringing the charges and the accused student will have the opportunity to summarize their positions prior to the close of the hearing. Each closing statement shall not exceed ten minutes.

10. The decision will be based upon consideration of the weight of the evidence.

11. Deliberations will follow and are closed to all but Honor Council members.

12. Any record of past misconduct shall be available to consider in recommending the penalty, in cases of substantiated charges. The Honor Council co-chairs will be in communication with the Senior Associate Dean for Student Affairs and Admissions upon substantiated charges, prior to recommending the penalty. If the Senior Associate Dean for Student Affairs and Admissions is aware of prior misconduct, he/she shall make this information available to the Honor Council.

13. A decision of written reprimand or more serious action must be supported by a vote of two-thirds of the voting Honor Council members.
14. The Honor Council co-chairs prepare a written report within five business days following the hearing. The report should contain the Honor Council's decision regarding whether misconduct has occurred, the justifications for the decision, copies of all written materials provided the Honor Council, a transcript of all proceedings excluding deliberations, and the specific recommendation of the Honor Council.

E. HONOR COUNCIL DECISION

The Honor Council's report, including recommendations, is forwarded to the Senior Associate Dean for Student Affairs and Admissions who informs the student of the Honor Council's recommendation and right to appeal. A student may choose not to appeal and accept the recommendation of the Honor Council. If the student's decision is not to appeal, the Senior Associate Dean for Student Affairs and Admissions forwards the Honor Council's report and recommendation to the Dean. The Dean makes a final decision and notifies the student. If the student appeals, the Senior Associate Dean for Student Affairs and Admissions forwards the Honor Council's report and recommendation to the Dean for informational purposes and to the Judiciary Appeal Board for action.

III. APPEAL PROCESS

The University may proceed through the disciplinary process outlined below regardless of any action by other authorities such as city/state police, etc., under the laws of any jurisdiction. All written notices to students shall be considered received upon delivery to a student's current local address on record with the University by U.S. or campus mail, or to the student in person. Such notice shall be deemed adequate unless the student shows just cause why the receipt of notice substantially impaired his/her ability to prepare for any hearing. It is the responsibility of the student to have his current local address on record with the University. All time limits in these Procedures refer to business week days. If a student leaves the University during a disciplinary proceeding and then returns to the University, the disciplinary procedure will be reopened.

A. STRUCTURE OF THE JUDICIARY APPEAL BOARD

The Judiciary Appeal Board shall consist of three senior faculty members and two senior medical students appointed by the Senior Associate Dean for Student Affairs and Admissions. One of the three faculty members will be designated as chair. None of the Board's members may be Honor Council or Promotion Board members. All members have one vote, including the designated chair.

The Senior Associate Dean for Student Affairs and Admissions shall inform the student of the Judiciary Appeal Board appointments. The student may object in writing within two business days to the appointment of any Board member who may be biased in the matter. The Senior Associate Dean for Student Affairs and Admissions will review any objections and make final appointments.
B. **APPEAL**

A decision to appeal must be made within 20 business days after receipt of the Honor Council's recommendation from the Senior Associate Dean for Student Affairs and Admissions. The appeal must be in writing, specify the grounds for appeal, and be directed to the Senior Associate Dean for Student Affairs and Admissions.

Grounds for appeal from the student to the Senior Associate Dean for Student Affairs and Admissions:

1. Discovery of new information not available at the time of the hearing - the student believes there is new, clear and convincing evidence that would affect the decision rendered.

2. Procedural error - the student believes a substantial error was made in the Honor Council procedures as outlined in this document, which resulted in a fundamental change in the outcome.

3. Harshness of sanction - the student believes the Sanction(s) imposed are not commensurate with the violation.

The Senior Associate Dean for Student Affairs and Admissions will provide the Judiciary Appeal Board with the detailed report, the recommendation of the Honor Council, and the appeal. Except as described below, the review of the Judiciary Appeal Board will be limited to these records. In the rare instance where new information could not have previously been presented to the Honor Council, it must be submitted in writing to the Senior Associate Dean for Student Affairs and Admissions with the appeal and may be considered at the discretion of the Judiciary Appeal Board.

The Judiciary Appeal Board session must occur within a reasonable time period, up to 30 business days after the Senior Associate Dean for Student Affairs and Admissions receives the student's appeal. The Judiciary Appeal Board shall review the record, including any new information permitted, and forward its recommendation regarding whether an appropriate recommendation has been made by the Honor Council to the Senior Associate Dean for Student Affairs and Admissions and to the Dean of the College within 20 business days. The Judiciary Appeal Board's report should state the reason for the finding and recommend appropriate action when the Board's recommendation differs from that of the Honor Council. The final decision for the College of Medicine will be made by the Dean of the College. Any further review can occur only pursuant to the University of Cincinnati Student Code of Conduct.

C. **ACTION BY THE DEAN**

The Dean, without unnecessary delay, will communicate the final decision in writing to the student with information regarding the University of Cincinnati Student Code of Conduct (http://www.uc.edu/conduct/code_of_conduct.html). When the final decision of the Dean is to dismiss the student, a notation of dismissal for misconduct is entered on the student's official transcript.
APPENDIX I
FLOW SHEET FOR ACADEMIC AND PROFESSIONAL PERFORMANCE STANDARDS

*Office of General Counsel aids in resolving jurisdiction issues. See guidelines for each area for lists and/or examples of behaviors addressed within the standards.
**Committee for Student Grievances is a component of the Academic Performance Standards, Guidelines for Promotion Boards document.
Students are nominated. Each class’ officers appoint representative. Yrs. II, III, IV HC representatives select student co-chair (Refer to page 4).

Committee on Committees nominates faculty

Dean appoints 4 faculty and faculty co-chair

Dean appoints executive secretary

4 student representatives
and student co-chair

4 faculty representatives
and faculty co-chair

executive secretary
(ex-officio)

HONOR COUNCIL MEMBERSHIP

HONOR COUNCIL CARRIES OUT RESPONSIBILITIES RELATED TO

Code of Conduct
Guidelines for handling misconduct

INPUT TO & FROM HC:
Student forums
Faculty forum
Dean’s Office
Student Affairs
Office of General Counsel
UC Student Code of Conduct
Others

Changes re code and Guidelines from Honor Council go to Dean

Dean takes to Faculty Council for approval

HC applies guidelines in cases of alleged misconduct and makes recommendation

HC recommendations go to Dean

Dean makes final decision
APPENDIX III

STUDENT ACKNOWLEDGMENT OF GENERAL PROFESSIONAL STANDARDS: GUIDELINES FOR STUDENT CONDUCT

I have received the document, General Professional Standards: Guidelines for Student Conduct, and accept it as my responsibility to understand and be conversant with its contents. It has been reported to me The General Professional Standards: Guidelines for the Honor Council are online where I may review them should it be necessary.

____________________________________
print your name

____________________________________  ______________________
student’s signature          date

(To be turned in during orientation.)
APPENDIX IV

UNIVERSITY OF CINCINNATI CODE OF CONDUCT
(abbreviated*)

The Student Code of Conduct identifies those behaviors considered unacceptable and not permitted for all students of the University of Cincinnati while on University owned or controlled property, while on professional practice assignment, or while representing the University in the community.

The full University of Cincinnati Student Code of Conduct document may be found online at: http://www.uc.edu/conduct/code_of_conduct.html. Please refer to this document for details, if necessary.

The University of Cincinnati Student Code of Conduct section on Sanctions is recorded below for quick reference. The University of Cincinnati College of Medicine Honor Council will follow the guidelines and terminology, with regard to sanctions, of the University of Cincinnati with correlation to medical student and medical college activities.

SANCTION(S)

Students found to be in violation of the Student Code of Conduct based on the preponderance of evidence may be subject to University sanctions.

Sanctions for misconduct are intended to provide the student with constructive learning experiences and may entail a penalty. Sanctions will be imposed according to the severity of the misconduct. In all cases, the University reserves the right to require counseling and/or testing of students as deemed appropriate.

The authority for disciplinary action is contained in University Rules 3361:40-5-01 through 40-5-06 of the Ohio Administrative Code and section 3345.21 of the Ohio Revised Code (R.C.). The University may proceed through the disciplinary process as outlined below in the section on Procedures, regardless of any action by other authorities such as City/State Police, etc., under the laws of any jurisdiction.

Definitions of Sanctions

The following are definitions of disciplinary sanctions that may be imposed as a consequence of misconduct. Each sanction can be separately or cumulatively applied should behavior call for the imposition of a more severe penalty.

1. **University Disciplinary Reprimand** is written notification to the student that his/her behavior is unacceptable and that any further violation may warrant further sanctions.

*Taken from the document approved September 25, 2007 by the Board of Trustees, University of Cincinnati
2. **University Disciplinary Probation** entails specific restrictions and/or extra requirements placed on the student for a specified period. These may vary with each case and may include restriction from participating in intercollegiate athletics, extracurricular and residence life activities, or may involve other requirements not academically restrictive in nature which are consistent with the philosophy of providing constructive learning experiences as a part of the probation. A student may be required to meet periodically with designated persons. Any further misconduct on the student's part during the period of probation may result in Disciplinary Suspension or Disciplinary Dismissal from the University.

3. **University Disciplinary Suspension** prohibits the student from attending the University of Cincinnati and from being present without permission on any University of Cincinnati campus or property for a specified period of time. The appropriate hearing authority will determine the effective beginning and ending dates of the Suspension. Students placed on University Disciplinary Suspension must request permission from the office of University Judicial Affairs to apply for readmission.

4. **University Disciplinary Dismissal** permanently prohibits the student from attending the University of Cincinnati and from being present, without permission, on any University of Cincinnati campus or property.

5. Other Disciplinary Sanction(s) may be imposed by Hearing Authorities with or without Disciplinary Probation including, but not limited to, service to the University and/or University community, restrictions on the right of access to campus facilities, events and/or student organizations, monetary payments for restitution because of damage to or misappropriation of University or a University community member's property, and/or referral for psychological/psychiatric counseling/evaluation.

6. **Interim Suspension**: Interim Suspension begins immediately upon written notice by the President, College Dean or the University Dean for Student Affairs and Services, and restricts a student's physical access to campus if deemed necessary, in order to:

   (1) Maintain order on University property and campuses.

   (2) Preserve the orderly functioning of the University and the pursuit of its mission.

   (3) Stop interference in any manner with the rights of citizens while on University owned or controlled property, while on professional practice assignment and/or while representing the University.

   (4) Stop actions that threaten the health or safety of any person.

   (5) Stop actions that destroy or damage property of the University or of any member of its community.

   This is a temporary suspension which may be imposed pending the application of this Code's disciplinary process. A hearing will be scheduled by the suspending official without undue delay of receipt by the student of the Interim Suspension notice.