

# The Webster University-Tashkent Student Code of Conduct

The Webster University-Tashkent (hereinafter the University) Student Code of Conduct has been written to help guide the behavior of students as members of the University community. Webster strives to be a center of academic excellence. The university expects students to maintain standards of personal and social behavior that uphold the mission and values of the institution.

## Definitions

**Adjudication-** The process by which alleged violations of this Code are resolved, including all hearings and appeals.

**Advisor-** Person who has been asked by the responding party or reporting party to attend any part of the student conduct process to provide support and assistance directly to the student but not to participate in the process on the student's behalf.

**Community Standards-** The responsibilities of all individuals associated with Webster University to follow and uphold the mission, collective vision and core values of the University.

**Charge-** An alleged violation of this Code.

**Guest-** An individual not assigned to live in the room/apartment where the individual is present at the time of the alleged infraction or an individual who has been invited, escorted or otherwise permitted to be present by a student or organization to a specific location, activity or event.

**Hold-** An administrative notification that precludes administrative activity in the student's academic record, including but not limited to course add/drop, transcript requests, etc.

**Hearing Officer-** The Director of Student Conduct and Community Standards or other University official(s) designated on a case-by-case basis to administer the adjudication process under this Student Code of Conduct, including investigating reported misconduct, determining responsibility for misconduct and assigning appropriate sanctions.

**Member of the University Community-** Any person who is a student, faculty, staff or any other person employed by the University. A person's status in a situation shall be determined by the Director of Student Conduct and Community Standards or designee.

**Off Campus-** Any location beyond the Webster Grove campus that is not managed by Webster University.

**Policy-** Any written standards of student conduct as found in, but not limited to, the Student Code of Conduct; Policy on Sexual Assault, Harassment and Other Sexual Offenses; Housing and Residential Life Policies; or other University publications or resources.

**Preponderance of Evidence-** The standard of proof that applies to student conduct proceedings or determinations. It means that the evidence supports a conclusion that it is more likely than not that a policy violation occurred.

**Reporting Party-** Any person or entity that submits a charge alleging that a student violated the Student Code of Conduct.

**Responding Party-** Any student or student organization charged with violating the Student Code of Conduct.

**Sanctions-** Disciplinary measures imposed on students or organizations who have been found responsible for violating the Student Code of Conduct.

**Staff-** Any person with a direct employment relationship with Webster University, including those who work on a part-time or adjunct basis. An individual can hold a status as both a student and staff.

**Student-** Someone who has accepted an offer of admission to the University and is in the process of enrolling (i.e., summer registration program), is enrolled or was recently enrolled as a part-time or full-time student. Student status remains in effect during any semester in which a person is or has been enrolled (regardless of whether they dropped or withdrew during that semester); during break periods between consecutive terms of enrollment; and during the term immediately preceding and immediately following enrollment until a degree or certificate is conferred.

**Student Organization-** Any student group recognized or sponsored within the University.

**University Property-** Any property owned, leased or managed by Webster University.

**University Student Conduct Board (USCB)-** Members of the University community designated to determine whether a student has violated the Student Code of Conduct and to recommend sanctions that may be imposed when a violation has been committed. The panel of board members for each hearing is composed of three students, two faculty members and two administrative staff members.

**Witness-** An individual, who is not the reporting or responding party, that has information pertaining to the specific incident. A witness can be brought forward by the reporting or responding party.

## **Philosophy**

The University's mission and core values guide the creation and implementation of its Community Standards, policies and student conduct system. The University's Student Code of Conduct process is designed to be educational and restorative, allowing students to continue their growth and development while in a supportive environment. The Process is designed with a focus on fairness to all students and the University community; holding students accountable for choices that may harm themselves or the community while providing a resolution that allows for reflection on their actions, decision-making skills and the overarching impact on the community. The University's student conduct process has also been intentionally designed with a focus on fairness to each student as well as other members of the University community.

## **Jurisdiction and Scope**

The University's Student Code of Conduct applies to all Webster University-Tashkent students. This also applies to student organizations associated with any of Webster University's Tashkent or other campuses.

The Student Code of Conduct and other policies and procedures referenced in the Student Handbook are intended to apply to any student's or student organization's behavior which the University may have an interest in addressing. This means that the University has the right to address reports of misconduct which reportedly occur on-campus; within University managed properties; at University sponsored events and activities; online, via electronic devices; and off-campus, so long as an individual meets the definition of a student – including but not limited to breaks and leaves of absence from the University. Any time a guest is reported to have violated one or more Community Standards, University policies, the laws of the Republic of Uzbekistan while visiting campus, the Dean of Students Office (or designee), in

collaboration with Public Safety (or designee), will determine an appropriate resolution process and outcome. The student or student organization who invited the guest to campus may also be held accountable by the University for their guest's behavior.

At times, the University may need to investigate and address reported violations according to legislative acts issued in accordance with the procedure established in the Republic of Uzbekistan throughout the Code. The University's student conduct process seeks to determine whether any University Community Standards or policies have been violated using the specific definitions contained in the Student Handbook and other University policies. The University may inform law enforcement agencies of perceived criminal violations and may elect to defer the University's Student Code of Conduct process until investigation or prosecution of the civil or criminal violation has been completed. Exoneration from criminal charges will not result in immunity from University proceedings. Proceedings under the Student Code of Conduct may be initiated and carried out prior to, simultaneously with or following civil or criminal proceedings at the sole discretion of the Dean of Students Office. Determinations made or sanctions imposed under the University's Student Code of Conduct shall not be subject to change because of the criminal or civil outcomes.

It is important to be aware that other certain University departments, schools and administrative units, including but not limited to the academic departments, maintain separate University policies and procedures which may apply to students or student organizations, and which are not included in the Student Handbook. These departments, schools and administrative units may also maintain separate processes to address violations of those policies which are not addressed in the Student Handbook.

Students living in University-managed housing or visiting residential areas of campus should be aware of the Housing and Residential Life policies. Reports of violations of the Housing and Residential Life policies will be addressed through the student conduct process.

Webster University-Tashkent reserves the right to deny admission based on non-academic reasons when it is believed to be in the best interests of the University. A disciplinary violation or criminal conviction may affect admission, enrollment or course of study, whether occurring prior to the time of application, while the application is under review or after the admission decision has been made. Applicants are required to disclose their disciplinary history and/or criminal convictions on their application for admission.

In addition, if the University becomes aware that a student or applicant for admission is a convicted felon or is required to register as a sex offender, the University reserves the right to immediately dismiss that student and/or prohibit that applicant from enrolling in future classes or limit the access of that student to specific (почему все, a specific) campus facilities, based upon a review of the crime committed by the student/applicant.

## **Statement of Ethics**

To fulfill our goals as a scholarly community, the University must ensure high quality learning experiences that transform students for global citizenship and individual excellence. The University treats all students fairly, and assessments of learning development and achievement are based on proven academic performance. The University understands that learning is the most important goal, and it embraces ethical values and principles, to preserve academic honor and reject academic dishonesty in all our learning efforts.

Inquiries, discourse and dissent, within the framework of an academic environment, are essential components of a college community. Members of the Webster University community recognize this and are consequently supportive of these types of engagements for continued development. This allows openness to change as well as commitment to historical context and values.

The University expects community to demonstrate unyielding and uncompromised integrity in support of the highest standards of excellence for the University. As individuals, we all contribute to this Webster standard of ethics as an exemplary model for all universities. We act with honesty and adhere to the highest standards of moral and ethical values and principles through our personal and professional behavior.

## Student Rights

Webster University intends to offer the following rights to students to ensure a positive educational experience:

1. **Educational Environment:** Students have the right to an environment conducive to their educational pursuits. Students can freely examine and exchange diverse ideas (должны ещё раз рассмотреть) in an orderly and respectful manner.
2. **Safe Environment and Support:** Students can function in their daily activities without unreasonable concerns for personal safety. Students have access to support in understanding self and others.
3. **Freedom from Discrimination:** This environment is designed to be free from harassment and discrimination and free from any other unreasonable interference with their educational experiences. Webster University offers protection from discrimination to students in their educational programs, activities and employment based on race, sex, color, creed, age, ethnic or national origin or non-disqualifying handicap.
4. **Assembly and Expression:** Students have the right to assemble and express themselves freely in a lawful and orderly manner (this right may be subject to the "Rallies, Demonstrations and Public Assemblies" policy described herein).
5. **Privacy:** Students have the right to privacy as protected by the Family Educational Rights and Privacy Act of 1974 as amended (commonly referred to as the Buckley Amendment).
6. **Information:** Students have the right to access personal information pertaining to academic standing, course requirements and graduation requirements.
7. **Participation in University Governance:** Students have the right to participate in University governance through the Student Government Association, other student organizations and through University-wide committees, as set forth in University policy.
8. **Joining Campus Organizations:** Students have the right to join campus organizations, as set forth by respective organizations' constitutions and by University policy.
9. **Access to Disciplinary Procedures:** Students have the right to utilize disciplinary procedures, as set forth in University policies.
10. **Search and Seizure:** Students have the right to be secure from unreasonable search and seizure.
11. **Grievances:** Students have the right to make their concerns or grievances known through the appropriate administrative channels as prescribed under the policies of the University. The Office of the Dean of Students serves in an advisory capacity for students seeking information about processes governing alleged violations of students' rights by others or by the University itself.

**12. Knowledge of Student Code of Conduct:** Students also have a right to be educated about this Code and the University has a responsibility to provide education to students about the contents of this Code. Students shall be made aware of their rights as outlined in this Code, in addition to their responsibilities.

## **Student Responsibilities**

Students at Webster University are expected to act consistently with the mission, values and characteristics of the University community. When enrolling at Webster University, a student assumes responsibilities to fellow students, to the University and to themselves. Students should maintain responsibility for oneself, respect for others, respect for all property (own, others and university's), and respect for authority. Students are expected to demonstrate honesty and integrity in all aspects of their campus life, both inside and outside the classroom.

Students are responsible for conducting themselves in a lawful, civil and responsible manner and for observing all University rules, regulations and policies as defined within the Student Code of Conduct. Students must also obey all local laws established in the Republic of Uzbekistan throughout the Code).

## **Process and Procedures**

### **Reporting Alleged Violations**

The University takes every report seriously and seeks to implement a resolution best meeting the needs of everyone involved, as well as the broader community. Any member of the University community may report alleged violations or concerns by [submitting a report online here](#). Members of the University community may also report possible violations or concerns by speaking with one of several University resources, including but not limited to: Resident Assistants, Housing and Residential Life staff members, the Department of Public Safety and/or a member of the Dean of Students Office.

The University's response may be limited in some instances due to the information available. Although anonymous reports of misconduct may be submitted, individuals should be aware the University's ability to clarify or gather additional information may be limited in these circumstances. Additionally, although there are no time limits in which a report must be submitted, the longer amount of time that has lapsed between an alleged incident and the time in which it is reported may limit the information the University is able to obtain regarding the incident. Accordingly, the University encourages individuals to submit detailed reports in a timely manner.

### **Investigation**

The Dean of Students Office must oversee all investigations of the Student Code of Conduct. Upon receiving a report of possible violations of the University's Student Code of Conduct, the University may investigate to confirm and/or gather additional relevant information. This may include determining individuals involved or individuals' relationship with the University, gathering contextual information regarding the reported behavior, engaging in preliminary conversations with individuals identified in the report and obtaining other documentation or evidence.

During this stage, the University may identify and implement interim measures to ensure a fair and thorough conclusion of the conduct process.

## **Interim Measures**

In certain circumstances, Webster University may need to implement interim measures pending the completion of the student conduct process. Interim measures are temporary and designed not to have a lasting negative impact on the student to whom they are assigned.

Interim measures may be assigned for various reasons including, but not limited to:

- protecting individual(s) involved in the student conduct process,
- maintaining the integrity of an investigation or the student conduct process,
- preventing disruption of or interference with normal University operations,
- when the student involved faces allegations of serious criminal activity.

Once the appeals timeline of the student conduct process has concluded, interim measures are no longer in effect unless a specific interim measure is assigned as a sanction by the Hearing Officer or the University Student Conduct Board.

## **Referral to the University Student Conduct Officer or Designee(s)**

Reports will be referred to the Director of Student Conduct and Community Standards or other Hearing Officer(s) based on the nature of the report. At that time, the Hearing Officer(s) will determine the appropriate meeting process and resolution.

## **Types of Resolution**

Webster University recognizes its response to incidents in which violations of the Student Code of Conduct or other policies may have occurred must adapt to the unique circumstances of a situation. Accordingly, the University uses a variety of different resolution models, as described below. The type of resolution used will be determined by the Director of Student Conduct and Community Standards or designated Hearing Officer(s).

**Mediation Process:** Many conflicts arise from miscommunication. In instances in which the University receives a report of a possible violation of University standards or policies that arises out of a disagreement between two or more students, a mediation may be warranted. Anytime the University utilizes a mediation resolution model, a signed record of the mediation efforts and any agreed-upon resolution will be maintained by the University. If the students involved in the mediation process do not abide by the resolution expectations, the case will be resolved by another process.

**Citation Process:** When the University receives a report of a lower-level violation, the report will be forwarded to the Hearing Officer(s). If the student does not have a conduct history, the Hearing Officer(s) may choose to send a letter that includes information related to the reported violation, the policy violated by the behavior and a notation that the letter serves as a written warning.

**Administrative Process:** The administrative process involves a meeting between the student and the Hearing Officer(s). During the meeting, the Hearing Officer(s) will review information with the student that has been reported, discuss the student's perspective of events and review applicable alleged violations of the Student Code of Conduct. After the meeting, the Hearing Officer(s) will provide a finding regarding responsibility of violating the Student Code of Conduct. If a student or organization chooses not to be present during their hearing, the Hearing Officer(s) or University Conduct Board will utilize the information available to determine if a violation of the Student Code of Conduct occurred.

**University Student Conduct Board:** Reports of violations of the Student Code of Conduct which may result in a sanction of suspension or dismissal from the University will be referred to the University

Student Conduct Board. The University Student Conduct Board consist of students, faculty and staff members.

**Director of Academics Review:** This procedure is implemented by the Director of Academics (or designee) and is intended to review the status of the student in University courses and/or majors. This review may include a mediation between the student and the faculty member, or it may be an administrative proceeding to determine whether a student should be allowed to remain in the given course. Because of the necessity for swiftness, this review should take place as soon as possible following the incident and is not subject to the requirement of three days advanced, written notice to the student. After consulting with the student and the faculty member, together and/or separately (and any necessary witnesses), the Director of Academics (or designee) shall render a decision. In cases of academic dishonesty, a faculty member or University designee may request a Director of Academics Review.

### **Recording of Hearings**

Students or organizations are not permitted to make any audio or visual recordings of an administrative process or conduct board hearing if not previously approved by the University. However, the University may choose to record or hire a court reporter to prepare a transcript of a University Student Conduct Board hearing. Any recording or transcript made at the discretion of the University will be a part of the student conduct file maintained by the Dean of Students Office.

### **Expedited Process for Suspension or Dismissal**

In occurrences in which a student or group of students may pose a serious threat to the health and safety of the University community, the Dean of Students (or designee) can use the expedited process for suspension or dismissal. Due to the seriousness of this kind of case, all requirements for advance notification are waived. The following process may be utilized with the approval of the Dean of Students. Note that steps 1 – 3 may take place within a single day:

1. The student is informed of the charges against them via e-mail, letter or phone call.
2. The student may respond to these charges via e-mail, letter or phone call.
3. The student will have the opportunity to meet and present information to the University Student Conduct Board or Hearing Officer.
4. The University Student Conduct Board or Hearing Officer decides if the student is responsible for a violation of the Student Code of Conduct. If the student is found responsible, the finding will include sanctions, which could include suspension or dismissal.
5. The student has three business days from the date in which the finding is issued in which to complete and submit an appeal. Any such appeal must indicate the specific reasons for the appeal, including any contested finding of facts which are included in the determination of sanctions. The appeal will be reviewed by the appropriate administrator or the University Conduct Appeals Board.

### **Notice and Charge Letter to the Student**

After the Hearing Officer(s) determines the appropriate resolution method, a charge letter will be sent to the responding party whose behavior may have violated the Student Code of Conduct. The charge letter will contain pertinent information, including:

- Information regarding the reported behavior.
- Date, time and location of the hearing.
- The specific University Community Standard(s) or policies the behavior may have violated.

- The student's ability to have an advisor present for each meeting.
- Contact information for the Hearing Officer(s).

To allow the student time to prepare information they may wish to present; the University will allow at least three days between sending the charge letter and the scheduled hearing. The Hearing Officer(s) will schedule the hearing based on the student's academic schedule. If a student would like to request a change to the date or time of a hearing, they should contact the Hearing Officer(s). It is the sole discretion of the Hearing Officer(s) if the hearing date or time is changed if the reason for the change is not an academic commitment.

### **Advisors**

A student or organization may have an advisor present during an administrative process or University Student Conduct Board meeting. The role of an advisor is limited to supporting the student during the conduct process. An advisor may not answer questions on behalf of or ask questions on behalf of the reporting or responding party. All communication during the conduct process will be directed to the reporting or responding party and may not be directed to the party's advisor. The individual(s) may speak quietly with their advisor. Additionally, the reporting or responding party may request a brief break to speak with their advisor privately. This request is approved solely at the discretion of the Hearing Officer(s) or University Student Conduct Board. If an advisor does not adhere to these expectations, the Hearing Officer(s) or University Student Conduct Board may ask the advisor to leave for the remainder of the hearing.

Students and/or organizations may ask whomever they would like to serve as their advisor. However, Webster University also recognizes students may not know who to ask to serve in this position. Webster University trains a group of faculty and staff members to serve as advisors. These members of the University community complete a training on the conduct process, Student Code of Conduct and how best to support those involved in the conduct process. If a student would like to view a list of university members who are trained to serve in this role, the student should contact the Director of Student Conduct and Community Standards.

### **Determination of Responsibility and Sanctions in Administrative Process or Conduct Board Hearing**

After the administrative process or University Student Conduct Board hearing, the Hearing Officer(s) or University Student Conduct Board will review information related to the case, information gained from the meeting or hearing and any other relevant facts to make a determination of responsibility. In making this determination, the Hearing Officer(s) or University Student Conduct Board will use the preponderance of evidence standard.

If a student is found responsible for violations of the Student Code of Conduct, the Hearing Officer(s) or University Student Conduct Board will assign sanctions.

If a student or organization chooses not to be present or participate in the hearing, the Hearing Officer or University Student Conduct Board will make a determination of responsibility and sanctioning (if applicable) based on the information available.

### **Outcome Letter**

Within three business days of the administrative process or University Student Conduct Board, the student or organization will be sent an outcome letter to their Webster University email account. This letter will include:



- The Student Code of Conduct policy that was alleged to be violated.
- The finding for each standard or policy.
- Rationale.
- Sanction(s) (if applicable).
- Information on the appeals process.

If more time is needed prior to sending the outcome letter, the Hearing Officer must inform the student or organization.

In certain circumstances, the reporting party will also receive notification of the outcome, depending on the nature of the incident.

### **Appeals**

Webster University provides the following appeals process to students or organizations involved in a student conduct case who disagree with the outcome of a case. An appeal is not a new hearing; it is a procedural safeguard to ensure students receive a resolution consistent with the procedures of the Student Code of Conduct.

Students may appeal for one or more of the following reasons:

- An error occurred in the student conduct process that negatively impacted the student.
- There is new evidence that was not able to be considered during the student conduct process.
- The sanction(s) assigned are not appropriate or are overly severe («чрезмерно суровые» можно интерпретировать в разном смысле).

Students wanting to submit an appeal should complete and submit the information within 3 business days. Students are encouraged to be thorough and detailed in the information they provide. When a student submits their information, it will automatically be sent to the Director of Student Conduct and Community Standards or designee. Students who do not appear for their hearing waive their right to appeal.

Note that submitting an appeal generally places all assigned sanctions on hold until the appeals process concludes, unless determined otherwise by the Dean of Students Office; however, all interim measures will remain in effect.

Based on the information provided, the Dean of Students or designated Hearing Officer may choose to:

- Deny the appeal, sustaining the decision and sanctions.
- Adjust the sanctions (only applicable in appeals in which the appeal is based on inappropriate sanctioning).
- Refer the case to another Hearing Officer or the University Student Conduct Board with members who have not previously been involved in the case.

If an appeal is approved resulting in the case being referred to another Hearing Officer or the University Student Conduct Board, the University will follow the processes of the approved resolution type.

Students will be notified of the progress of the appeals process, including the final decision, by the Director of Student Conduct and Community Standards.

## **Prohibited Conduct**

### **1. Abuse of Computer Facilities and Resources**

- a. Unauthorized entry into spaces with computers and equipment.
- b. Unauthorized entry into a file or information to use, read or change the contents.
- c. Unauthorized transfer of a file or information.
- d. Use of another individual's identification and/or password.
- e. Use of computing facilities and resources to interfere with the work of another University member.
- f. Use of computing facilities and resources to send obscene or abusive messages as legally defined and/or as defined by the Student Code of Conduct.
- g. Use of computing facilities and resources to interfere with the normal operation of the University computing system.
- h. Knowingly causing a computer virus to become installed in a computer system or file.
- i. Knowingly using the campus computer network to disseminate "spam" messages (i.e., unsolicited bulk e-mail messages that are unrelated to the mission of the University).
- j. Use of computing facilities and resources in violation of copyright laws or any violation of the University's Information Technologies Acceptable Use Policy.

### **2. Abuse of Student Conduct System**

- a. Knowingly making a false report of any Student Code of Conduct or other policy violation.
- b. Deterring or attempting to deter any person from filing a complaint alleging a violation of this code.
- c. Disruption or interference with the student conduct process prior to and/or during the student conduct proceeding.
- d. Attempts to influence or discourage the participation of another individual involved in the student conduct process.
- e. Failing to provide, distorting, misrepresenting or providing inaccurate information during the student conduct process.
- f. Disclosing information regarding a student conduct proceeding or investigation without authorization.
- g. Failure to comply with sanctions assigned at the conclusion of a student conduct process.

### **3. Abusive Conduct**

- a. Assault- Words or actions that would cause an individual(s) to reasonably fear for their immediate safety. Words do not constitute assault unless they are accompanied by the apparent ability to inflict bodily harm.
- b. Battery- Unjustified and/or unwanted use of physical force against an individual or group.
- c. Bullying- Inappropriate, unwelcomed behavior (through various means of communication or physical contact) which targets an individual or group because of a characteristic of the individual or group, whether protected by anti-discrimination laws or not. Prohibited bullying may also be the result of repeated behavior of an intimidating nature.
- d. Classroom Disruption- Disrupting the learning environment within the classroom setting, not allowing the instructor to maintain a civil and respectful environment conducive to productive learning.
- e. Defamation- Oral, written or electronic publication of a false statement of fact that exposes the person about whom it is made to hatred, contempt or ridicule, or subjects that person to loss of the good will and confidence of others, or so harms that person's reputation as to deter others from associating with them.

- f. Discrimination- Any behavior which may negatively impact a targeted student, group, or Webster community because of a student or group's race, sex, color, age, creed, age, ethnic or national origin, physical or mental disability, veteran status, or other protected status. Accordingly, words, actions or the failure to act based on one of these identities, whether actual or perceived, that negatively impacts a student, group or community is prohibited.
- g. Disorderly Conduct- Disrupting or preventing the peaceful or orderly conduct of a class, lecture, meeting or other University function, or interfering with the lawful freedom of other persons, including invited speakers, to express their views or interfering with the performance of the duties of University staff. Any violation of the Rallies, Demonstrations and Public Assemblies Policy (надо исключить митинги).
- h. Endangering Health or Safety- Taking or threatening actions that endanger the physical safety, mental health or life of any person(s) or creates reasonable fear of such action.
- i. Harassment- Repeated, persistent or pervasive actions directed towards specific individual(s) with the intent or effect to harm or alarm, including attempted or threatened physical contact or repeated or pervasive acts that create the reasonable apprehension of unwanted physical or verbal contact as well as contact through any electronic or digital medium.
- j. Hazing- Recklessly or intentionally subjecting a person(s) to any mental or physical requirement, request or obligation that could cause discomfort, pain, fright, disgrace, injury, that is personally degrading or that violates any federal, state or local statute or University policy in connection with initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, fraternity, sorority or other group; the willingness of the individual to participate in such activity notwithstanding.
- k. Indecent Conduct- Conduct this is deemed lewd or indecent.
- l. Recording and/or Disseminating Images or Audio without Consent- Using electronic or other means to make or disseminate a video, audio or photographic record of any person(s) where there is a reasonable expectation of privacy without the person's consent.
- m. Stalking- A course of conduct (i.e., more than one act) directed at a person that would cause a reasonable person to feel or experience fear, intimidation or emotional distress, or to fear for the safety of a third person. A series of acts that together constitute stalking may be direct actions or may be communicated by a third party and can include but are not limited to: threats of harm to self or others; pursuing or following; non-consensual (unwanted) communication by any means; trespassing; and surveillance or other types of observation.

#### **4. Academic Dishonesty**

- a. All complaints of alleged academic dishonesty committed by University students, as defined in the University's Academic Honesty Policy, are governed exclusively by the rules and procedures in the Academic Honesty Policy. All those seeking information regarding the adjudication of academic dishonesty against University students shall refer to the [Academic Honesty Policy](#).

#### **5. Alcohol**

- a. Alcoholic Beverages- The unlawful possession, distribution, purchase (or attempt to), sale, manufacturing or use of alcoholic beverages or public intoxication are prohibited. Alcoholic beverages may not, in any circumstance, be used, possessed by or distributed to any person under 18 years of age. The possession and/or use of alcohol in University facilities and at University is prohibited, and may be subject to additional University regulations and restrictions. Any violation of the Alcohol Policy may result in action under the Student Code of Conduct.

- b. Open Containers- Possessing open containers of alcohol or consuming alcohol on University property.
- c. Paraphernalia- Individuals under the legal age possessing alcohol paraphernalia. Webster University prohibits individuals of any age from possessing and/or using devices intended to allow for the rapid consumption of alcohol.
- d. Possession of Large Storage Devices- Possessing large storage devices, such as kegs, on University property, except as authorized by University policy.
- e. Disruptive or Concerning Behavior- Engaging in behavior that is disruptive or causes concern for their well-being as a result of or in connection with the consumption of alcohol regardless of the individual's age, including rapid consumption.

#### **6. Compliance**

- a. Failure to follow a reasonable request or directive of University Officials. This includes, but is not limited to, failure to present a University identification card, failure to keep or attend a required meeting, or failure to leave any University premise when requested by University Staff. Individuals must observe rules and regulations issued by the University.
- b. Failure to complete or adhere to a University imposed sanction or interim measure(s).
- c. Individuals must comply with University regulations, policies or lawful directives, including orders of contact, of University officials or law enforcement officers acting in the performance of their duties.

#### **7. Criminal Conduct and/or Civil Offenses**

- a. Engaging in conduct that violates any local laws established in the Republic of Uzbekistan, or engaging in behavior that is a civil offense. The criminal conduct/civil offense may be considered as a violation of the Student Code of Conduct regardless of whether the criminal violation/civil offense is prosecuted in a court of law.

#### **8. Dishonesty**

- a. Intentionally providing inaccurate or false information to University staff.
- b. Creating, possessing, selling or distributing false or fake documents including, but not limited to identification documents, parking permits/tags and/or transcripts.
- c. Forging or altering another individual's signature.
- d. Intentionally reporting inaccurate hours on a University employment timecard.
- e. Tampering or falsifying information related to elections of student organizations.
- f. Providing false information on the Webster University application for admission or the Housing and Residential Life housing contract or other University documents.

#### **9. Drugs, Cannabis and Controlled Substances**

- a. Use or Possession- Illegal possession or use of any controlled substance (including prescription drugs/medication) and/or any cannabis products. Any violation of the Drug and Alcohol Policy.
- b. Paraphernalia - The possession of any item primarily intended for, designed for, or which can be demonstrably linked to, the manufacture, sale, distribution, use or possession of a controlled substance or cannabis. Such items include, but are not limited to, bongos, bowls, grinders, pipes, scales, roach clips, vaporizers, blow tubes, bowls and any type of water pipe or object filled with water through which smoke is drawn.
- c. Manufacturing, Production, Distribution- The manufacturing, production, distribution or attempted distribution of any controlled substance or paraphernalia.
- d. Misuse of Medication- Knowingly misusing any legally prescribed medications or using non-prescription medications in a manner other than their directed use.

**10. Fireworks, Explosives, Dangerous Chemicals**

- a. Possession, sale, storage or use of fireworks of any description, explosives or chemicals, which are disruptive, explosive, corrosive or radiological agents not authorized by the University, on University property or at University sponsored or related activities.
- b. Violation of the Campus Violence and Weapons Policy.

**11. Gambling**

- a. Participation in any form of illegal gambling or wagering of money or other things of value on a future result.

**12. Involvement in University Violation**

- a. To be associated with, promote or be present during the commission of any act by another that constitutes a violation of the Student Code of Conduct or any other University policy.

**13. Off-Campus Behavior**

- a. Behavior that occurs off-campus that violates the Student Code of Conduct and/or that is detrimental to the University or members of the University community.

**14. Theft or Unauthorized Use of Property**

- a. Theft- Theft, attempted theft or possession of stolen property or services.
- b. Unauthorized Use- Unauthorized use of university property or services.
- c. Climbing- Unauthorized climbing inside or outside campus buildings or structures.
- d. Defacing/Vandalizing- Defacing or vandalizing University land, buildings, equipment or property.
- e. Damage or Destruction of Property- Actual or threatened damage or destruction of University property or property of others, whether done intentionally or with reckless disregard.
- f. Trespassing- Entering or being present in University buildings, rooms or other areas without proper authorization.
- g. Tampering- Tampering with University equipment, including but not limited to, any elevator, wiring, plumbing, doors, locking mechanisms, University keys, access cards or other University equipment without authorization from a University Official.
- h. Misuse of Firefighting Equipment/Disregard of Fire Alarm Signals- Misuse or tampering with firefighting equipment, disregard of a fire alarm signal or refusal to evacuate a building, tampering with detection or suppression equipment, or initiating a false fire alarm unauthorized.
- i. Arson- Intentionally and/or recklessly burning of any material in any University building or on University property.
- j. Obstruction- Blocking of the free flow of pedestrians or vehicular traffic on University property or at University sponsored or supervised events. Any violation of the Rallies, Demonstrations and Public Assemblies Policy.

**15. Violation of Other University Policies, Regulations and Rules**

- a. Violations of other published University policies, rules or regulations. Such policies, rules or regulations include but are not limited to: Policy on Sexual Assault, Harassment and Other Sexual Offenses; Housing and Residential Life Policies; other University publications or resources; and specific departmental policies.

**16. Weapons**

- a. Possession, sale or storage of any weapon by any person, except duly authorized law enforcement personnel, is prohibited on University property.
- b. Violation of the Campus Violence and Weapons Policy.
- c. Misuse of legal objects in a dangerous manner (e.g., laser pointing in someone's eye).

## Disciplinary Actions and Sanctions

Upon any final finding of responsibility of a violation of the Student Code of Conduct, one or more sanctions may be imposed for each violation. Sanctions are based on the severity of the violation and prior conduct history of the student. Failure to complete any assigned sanction is a separate violation of the Student Code of Conduct and can result in holds being placed on student accounts. Webster University seeks to create and assign sanctions balancing the concepts of accountability, repairing any harm caused, educating the student and restoring the student to full participation within the community, when possible.

- **Administrative Hold on University Account:** This action prevents students from registering for classes, obtaining transcripts, diplomas, etc. Webster University reserves the right to withhold transcripts or a diploma pending the resolution of all outstanding Student Conduct charges and the successful completion of any sanctions issued as a result of those charges.
- **Administrative Withdrawal:** The withdrawal of a student from a specific course, major or academic department may be invoked in cases where the student violates the expectations of the academic arena (e.g., classroom incivility, disruption, harassment of faculty members).
- **Alcohol and Drug Assessment:** A workshop or course created to encourage students to critically evaluate their choices regarding the use of alcohol and/or drugs pertaining to health, laws and other implications. Some assessments may be accompanied by a fee for their use.
- **Campus Ban:** Prohibits a student from all the Webster University campus or managed properties. This includes University events off campus.
- **Campus Restriction:** Prohibits a student from a specific area(s) of a Webster University campus or managed properties. This can include University events off campus.
- **Confiscation of Property:** Confiscation of property that violates University standards and policies. Certain items may be returned to a student at the conclusion of the academic term. Alcohol, drugs and/or related paraphernalia will be destroyed at time of confiscation.
- **Disciplinary Dismissal:** Permanent separation from the University.
- **Disciplinary Probation:** A more serious warning used in response to a more serious violation or frequent violations of University regulations. Students on Disciplinary Probation are considered “not in good conduct standing” with the University. Further violations would require consideration of Disciplinary Suspension. This action prevents students from being able to participate in certain University opportunities during the probationary period. This status may also be communicated to other schools to which a student may transfer (or has transferred).
- **Disciplinary Suspension:** Separates the student from the University for a stated minimum timeframe. At the end of the period, the student must appeal to the Dean of Students for reinstatement.
- **Educational Sanction:** An activity and/or assignment designed to assist the student in understanding how his or her actions affect the community and/or to contribute to the betterment of the community.
- **Loss of Privileges:** Student is denied specified University privileges for a specified amount of time.
- **Loss of Recognition:** Prevents an organization from the following: receiving recognition on campus, recruiting new members, receiving University funding/financial support or reserving University spaces.
- **No Contact Directive:** Prohibits a student from contacting another specific individual or individuals by any means, including third parties.

- **On-Campus Employment/Training Limitations:** Limits the employment that is available to the student dependent upon the violation.
- **Parental Notification:** When students under the age of 21 are found responsible for violating alcohol and/or controlled substance laws or policies, Webster University will notify their parent or guardian of such violations, in accordance with FERPA.
- **Removal from University Housing:** The cancellation of the student contract from Housing and Residential Life managed properties on either a permanent basis or for a stated timeframe.
- **Rescind University Admission:** Deny admission to Webster University as a student.
- **Restitution:** Monetary reimbursement to the University and/or a member of the University community or others to cover the cost of damage, injury or loss of community or personal property.
- **Revocation of University Degree:** Rescinding a Webster University degree that had been awarded under circumstances of fraud, misrepresentation or other violation of University standards.
- **University Housing Limitations:** Prevents a student from being eligible to live in specified University managed housing permanently or for a designated amount of time.
- **University Housing Probation:** A more serious warning for violations that occur within Housing and Residential Life managed properties. This status is meant to notify a student that their housing privileges may be revoked if other violations occur.
- **University Housing Reassignment:** Student will be reassigned to another space within University managed housing.
- **Warning:** Written notice of warning to avoid a recurrence of any conduct that violates the Student Code of Conduct. Subsequent violations may result in more severe discipline.

## Student Conduct Records

The Dean of Students Office maintains student conduct files for seven years with the following exceptions:

- Dismissal from the University.
- Suspension from the University.
- Permanent campus ban (in whole or in part).

Files involving cases which resulted in any of the sanctions listed above will be permanently retained by the University. If a student leaves the University (e.g., complete withdrawal, transfer, graduation, etc.) prior to the completion of an outstanding student conduct case, that student's conduct file will be retained until such a time as the case may be completed. A registration hold will be placed on the student's account preventing the student from registering for future terms at Webster University until the student conduct case has been resolved.

## Smoke Free and Tobacco Free Community

Webster University students, faculty, staff, alumni and visitors deserve the healthiest possible place to live, work and learn. While we respect the rights of those who use tobacco and other nicotine products and smoking devices, research continues to show that the use of cigarettes, cigars, pipes, smokeless tobacco, e-cigarettes, vapes and other tobacco products, as well as exposure to secondhand smoke, leads to disease.

and premature death for smokers and non-smokers alike. In addition, cigarette litter and smoke are toxic to our environment.

Because it is important to protect our community from these serious health risks and adverse environmental effects, the Webster University-Tashkent campus will be designated as a tobacco-free and smoke-free campus, effective Aug. 1, 2023, joining the Webster Groves campus that has already set this policy.

## **Alcohol Policy**

These policies and procedures apply to Webster University-Tashkent faculty, administration, staff, visitors and students. Webster University expects its students to observe all legislative acts issued in accordance with the procedure established in the Republic of Uzbekistan, including those related to the possession and consumption of alcoholic beverages. It should also be noted that persons under the age of 18 are prohibited from possessing or consuming alcoholic beverages according to the local laws established in the Republic of Uzbekistan.

Consuming or possessing alcohol is prohibited on campus for all individuals of all ages, whether at events or in residential facilities. Drinking games involving overconsumption of anything are prohibited on campus, whether at events or in residential facilities. Additional University policies and procedures are available in the Webster University-Tashkent Student Code of Conduct.

### **Off-Campus Behavior**

While off-campus, students are expected to uphold the policies of the Student Code of Conduct. Behavior that is detrimental to the University or members of the campus community is governed by this Code. Webster reserves the right to take actions that address the violations through educational intervention or sanctions.

## **Rallies, Demonstrations and Public Assemblies**

Consistent with the Statement of Ethics and Student Rights, Webster University is committed to providing an environment where diverse issues can be openly discussed and explored. The freedom to assemble and exchange views is essential to the life of the University.

In order to provide an atmosphere in which open communication can occur without disrupting the academic mission or daily functions of the University, this policy is in place to govern campus rallies, demonstrations (individual or group) and public assemblies. Public activities are subject to reasonable restrictions of time, place and manner, as described herein, with such restrictions being applied without discrimination toward the speaker or the content of the view being expressed.

Members of the University community wishing to hold or sponsor a rally, demonstration or public assembly must provide the Student Affairs Coordinator with seven days advanced notification of the desired date, time, location and expected attendance of the activity as well as the type of activity planned. The office of Student Affairs of Webster University in Tashkent keeps right to approve or decline the request.



### **Location**

Specific locations on campus for rallies, demonstrations and/or public assemblies have not been designated in an effort to provide the greatest flexibility for the organizers of such activities. However, the following parameters may impact the choice of an appropriate location in order to have the activity comply with the policies described herein.

### **Parameters for Time, Place and Manner**

The rights of assembly, free speech and expression do not include unlawful activity or activity that endangers the safety of the campus community or the threat of damage to University facilities and/or property. In addition, these rights do not permit the disruption of the normal operations of the University. To clarify expected behaviors for campus rallies, demonstrations and public assemblies, the following parameters must be met:

- The public activity must be lawful and may not violate or conflict with University policies, local or the laws of the Republic of Uzbekistan. <https://lex.uz/docs/97661>
- The public activity may not unduly disrupt the educational purposes of the University.
- The public activity may not unduly disrupt traffic, either pedestrian or vehicular.
- The public activity may not jeopardize public or individual safety.
- The public activity may not prevent, unduly obstruct or interfere with the regular academic and institutional activities or other approved activities of the University.
- The public activity may not include expression that is obscene, defamatory or consists of fighting words, threats of physical harm or inciteful of imminent lawless action, to the extent not entitled to protection as expression.

### **Objections to Rallies, Demonstrations or Public Assemblies**

The University recognizes that individuals or groups may be opposed to certain campus demonstrations or speakers. Disagreement with different opinions is acceptable; however, hindering or obstructing such rallies or public assemblies is counter to creating an environment where issues can be openly discussed. An individual or group wishing to protest at an event may do so as long as such action does not disrupt or obstruct the activity, hinder the free expression involved in the activity, or the audience's right to attend or participate in the activity. In addition, individuals may not tamper with the publicity for scheduled events in an effort to affect awareness or attendance for the activity.

### **Judicial and Disciplinary Action**

Violations of this policy are subject to immediate order (or verbal directive) by the Dean of Students to end the public activity, immediate action (or intervention) by the Police Department to end the public activity and/or Student Code of Conduct review and disciplinary action. Any police arrests and/or criminal charges of students, faculty and staff are separate from disciplinary actions that may be invoked by Webster University.

### **Administration of this Policy**

The Dean of Students or their designee is responsible for administering this policy and for maintaining a registry of all rallies, demonstrations and public assemblies. In all events held on campus, a speaker's appearance does not imply acceptance or endorsement by the University of the views expressed. The Student Affairs Coordinator's decision may be appealed to the Dean of Students Office.

## Religious Resources

According to the governmental law “On Freedom Of Conscience And Religious Organizations” <https://lex.uz/docs/6117508>, approved by the Senate on June 26, 2021, the university is a secular and educational institution which does not provide the spacing for the religious activities none for praying, gatherings or meetings.

Webster University believes in ensuring all individuals are able to enjoy a high-quality learning experience by creating an environment accessible to individuals of diverse cultures, ages and socioeconomic backgrounds.

Below, you will find a list of religious affiliated locations, for students to access and utilize for their religious needs.

- Orifjonboy Masjidi Mosque – 1.5 km (4 min to drive, 16 min to walk)
- Minor Mosque – 2.5 km (12 min to drive, 30 min to walk)
- Sacred Heart Catholic Cathedral – 3.8 km (11 min to drive, 47 min to walk)
- Tashkent Russian Orthodox Center – 4.7 km (11 min to drive, 58 min to walk)
- Holy Assumption Cathedral Church – 4.7 km (11 min to drive, 57min to walk)
- Beit Chabad Synagogue – 3.4 km (8 min to drive, 43 min to walk)
- Synagogue – 4 km (9 min to drive, 49 min to walk)

*\*the distance between the destination and Tashkent Campus is indicated.*

## Dress Code

These policies and procedures apply to Webster University-Tashkent faculty, staff and students enrolled at the Webster University-Tashkent Campus. Some of the policies may also apply at the extended campuses. In some cases, the policies may be customized for each extended campus.

Webster University believes in ensuring all individuals are able to enjoy a high-quality learning experience by creating an environment accessible to individuals of diverse cultures, ages and socioeconomic backgrounds. Webster University-Tashkent faculty, staff and students are allowed to wear business casual<sup>1</sup>, or smart attire<sup>2</sup> on campus. Shorts and slippers, emblematic of informal attire, are expressly proscribed within the University, aligning with the institution's steadfast commitment to cultivating a formal and scholarly milieu conducive to the pursuit of academic excellence. For security and identification purposes, Webster University-Tashkent faculty, staff and students must not wear clothing that covers their face while on Webster University-Tashkent campus.

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<sup>1</sup> Business casual attire signifies a dress code that combines professionalism with comfort. Business casual dress allows for a relaxed yet neat appearance, striking a balance between formal and casual clothing choices.

<sup>2</sup> Smart attire, also known as smart casual, signifies a dress code that promotes a polished and semi-formal appearance while allowing for personal style expression. It is suitable for formal and semi-formal occasions, encouraging a sophisticated and tasteful approach to dressing.