

Parent Resource Guide



Student Life
Policies

Finances

Services

Arts & Events

Athletics

Visitor Information

Miscellaneous

Parent Resource
Guide Home

Student Integrity Code

- [The Integrity Principle](#)
- [The University's Standards of Integrity](#)
- [Sanctions](#)
- [Amendment or Revision](#)

The Integrity Principle

The University of Puget Sound is founded upon several fundamental values. Central among these are self-knowledge and respect for others or civility. As members of the Puget Sound community, students are expected to follow an age-old precept that, while certain aspects of the pursuit of knowledge must be undertaken mutually, all knowledge stems from one principle: Know thyself.

To grasp this principle, students should willingly engage in testing, probing, and examining themselves. This process leads to a sense of personal integrity, a sense of what individual students can expect from themselves as well as from others, and a set of personal standards requiring both individuals and groups to govern their acts by a commitment to honesty, civility and active concern for the needs of others.

Developing self-knowledge and personal integrity logically entails respect for others. The University, as a community, is founded upon a fundamental agreement, a contract between all its individual members, in which each accords every other member respect as a colleague committed to the pursuit of knowledge and self-understanding. To misuse or abuse that mutual respect is to threaten the entire academic enterprise at Puget Sound.

Civility is the hallmark of this community; destructive hostility has no place in open and honest learning. The contract among University members requires a balance between freedom of expression and freedom from threats to safety. The University community espouses no single correct way to engage in intellectual inquiry, no set body of beliefs to which all must subscribe, and no restrictions on the free expression of ideas. Equally, however, it rejects the development of an environment which hinders in any way the right of all to pursue their educational goals. It does not tolerate language or actions that threaten specific harm to individuals or groups.

The Integrity Principle is the paradigm for developing self-knowledge. The Standards of Integrity which follow from it describe the respective roles of freedom and regulation in the University community. Together they provide both general and specific expectations which govern the relationships between all members of the community.

The Integrity Principle was developed, in its original form, by members of Puget Sound's Student Senate. By subscribing to the Integrity Principle, all members of the University community commit themselves to honoring certain basic principles:

- the open exchange and challenge of beliefs, without rancor;
- the right of all to speak and to listen, without penalty;
- the need to care for others and to be cared for, without possessing or being possessed.

At the annual Matriculation Ceremony, all entering students subscribe to the Integrity Principle by making this public promise:

"I believe that personal integrity is essential. Therefore I accept responsibility for my actions and promise that I will examine the motives and consequences of all that I do, so that my actions consistently reflect my wholehearted commitment to the search for knowledge and self-understanding. I will be fair, civil and honest with all other members of the University community and respect their safety, rights, privileges, and property."

In making this commitment, all students publicly acknowledge that the Integrity Code is the primary measure by which they will examine their motives and actions and the fundamental mechanism which guarantees the right of all other members of the Puget Sound community to pursue their educational goals successfully. Students thus matriculate as full members of the University community, embracing all of its obligations and enjoying all of its privileges.

[-- back to top --](#)

The University's Standards of Integrity

Whereas the Principle of Integrity serves as the paradigm for students to examine themselves, their values and their relation to others, the Standards of Integrity provide more specific explication of how this Principle is exercised. As such, the Standards of Integrity apply to all students and student groups, both on-campus and off-campus, who are engaged in activities sponsored by the University or by a University organization, or who represent the University in some recognized capacity.

On the most basic level, adherence to the Integrity Code is necessary for any student to remain a member in good standing of the University community. However, an understanding of the Integrity Principle will encourage students to move beyond simple compliance to the Standards to develop sound personal judgment, ethical thinking, and habits that lead to ethical behavior.

The need for exercising thoughtful and tolerant judgment is particularly important, as our society searches for ways to acknowledge the diversity of its members and their contributions. The Principle and Standards require tolerance of and respect for the abundant ideas and systems of belief brought to the University by its members, who emerge from differing pasts. But they also demand that students move beyond intellectual tolerance and respect, to a coherent appreciation of the intrinsic value of pluralism in the University community.

When students enroll in the University and promise to subscribe to the Integrity Principle, they pledge themselves to three attendant principles:

- self-governance, guided by the Integrity Code and personal values;
- honesty, which will impel students to report themselves when they have violated any provision of the Principle and Standards;
- mutual obligation, which requires students who are aware of others' violation of any Standard to either request that these others report themselves, or, especially if there is risk to others, undertake to make such a report themselves.

The practical aim of the Integrity Code is to create educational experiences from which students develop both skill and confidence in making personal judgments and appreciating their consequences. Although all members of the University community are expected to abide by the Integrity Principle and its attendant obligations, the Standards provide an additional educational resource. They describe in more specific detail the expectations which all members of the Puget Sound community are required to meet:

Standard One. A member of the Puget Sound community must not harm someone physically or psychologically, or cause them to fear being harmed.

This includes physical assault, rape, sexual assault, physical, psychological, or sexual harassment, hazing, or any related activities aimed at any member of the University or the community at large. Also prohibited is any conduct, including racial, ethnic, or sexual discrimination, threatening remarks or gestures which are directly and specifically intended for another individual. Behavior of

this type which interferes with the opportunity of any member or group of members of the University community to attain their educational goals is prohibited. Intentional actions or destructive behavior which undermine another's basic dignity or self-esteem are also contrary to the Standard and are prohibited.

This Standard is in accord with the University Sexual Harassment Policy and with other University policies and procedures contained in the Faculty Code and the University Personnel Policies and Procedures Manual. It adheres to the definitions of harassment and discrimination which are included in Title VII of the Civil Rights Act of 1964 and Title IX of the Education Act of 1972.

Standard Two. A member of the Puget Sound community must not engage in activities that threaten the safety and security of the University or its members.

Destroying, damaging, misusing, or illegally possessing the property of the University, its members, or others is strictly prohibited. This includes University-controlled keys, fire safety equipment (alarms, hoses, extinguishers), academic materials or instructional equipment (such as laboratory equipment, electronic devices or library materials), and personal belongings. The manipulation or alteration of information gained by unauthorized access to electronic equipment or other record-keeping systems is also prohibited. Community members may not intentionally furnish false information to the University or its staff (such as Security Services or Residential Programs staff) or alter identification cards. Nor may they fail to comply with directions of University officials and staff acting to maintain safety and security. Attempts to gain access to any portion of the University's premises without authorization are a violation of the Standards of Integrity. So too is possession, storage or use of a weapon (which can include but is not limited to firearms, pellet guns, explosives, fireworks, or chemicals such as tear gas) without authorization.

Any other conduct which interferes with the University's responsibility to protect the health and safety of its members, to protect their property or to provide them with services is expressly prohibited as contrary to this Standard.

Standard Three. A member of the Puget Sound community must not possess, use, distribute, sell or engage in activities with the intention of distributing any controlled substance or illegal drug on University premises or at University-sponsored activities.

The University enforces all relevant local, state and federal laws regarding illicit substances and annually certifies itself to the federal government as a drug-free environment. Specific prohibitions are outlined in the University's alcohol and drug policies. Particular measures, including emergency action, may be taken in enforcement of this Standard, to seize personal property, equipment or paraphernalia related to drug usage or distribution; to evict a student from a University residence; or to suspend temporarily a student observed in violation of this Standard while adjudication of such a violation is being completed.

Standard Four. A member of the Puget Sound community shall abide by the university's alcohol and drug policies and procedures and shall not consume alcohol, serve alcohol to minors, or host parties at which alcohol is served or consumed in violation of University policies or state, federal or local regulations.

University policy prohibits the possession or use of alcohol on campus in areas (such as residence-hall public areas) that are not designated for functions where alcohol may be consumed. It also prohibits the possession or use of alcohol by those under legal drinking age (persons under 21 years of age). Students 21 years of age or older may consume alcohol in the privacy of their own residential rooms, provided they carefully adhere to all relevant laws and University regulations. For further details, refer to the University's Alcohol and Drug Policy.

Standard Five. A member of the Puget Sound community shall become informed about the rights and responsibilities inherent in the Integrity Code. All members will refrain from any interference with the procedures related to the enforcement of the Code or any disciplinary decision, and will agree to fulfill any sanction properly imposed under the provisions of the Integrity Code.

The Integrity Code describes those behaviors which are contrary to the University community's

values. It also guarantees certain rights in resolving any complaint brought against a student:

- A. The right to specific information about an alleged violation of the Standards, so that a student may prepare a defense.
- B. The right to receive written notice about both the alleged violation and a description of the process by which it will be adjudicated, as well as sufficient time to prepare for such adjudication.
- C. The right to choose options for the adjudication of an alleged violation including an opportunity for peer adjudication by the Student Honor Court as well as less formal administrative methods.
- D. The right to due process, which provides for reasonable and fair enforcement of the policies and procedures which accompany the Principles and Standards, including the right to timely resolution of a crisis and, where appropriate, confidentiality as an important consideration governing a student's return to full participation in the university community.

Any interference with the exercise of these rights can erode the access which all students receive to fair and reasonable treatment by undermining the opportunity for due process. For this reason, then, if a student, for example, interferes with this process by providing false information, or silently permits a violation in his or her own room or with property for which that student shares responsibility, or if a student fails to honor a commitment to complete a sanction, then that student commits a further violation of the Standards and is subject to sanction.

A copy of the University of Puget Sound Integrity Code is distributed annually to all undergraduate students and is available upon request to any University member. It explains due process procedures and the options available to students charged with a violation, and other features of the Integrity Code system for adjudication.

Standard Six. A member of the Puget Sound community shall not violate published University regulations and policies, including, but not limited to, the University Residence Policy, the Alcohol and Drug Policy, academic regulations, or other university policies required for the safety and orderly operation of the University.

All these publications are available upon request from the appropriate University office, the Security Services Office, Office of the Dean of Students, or the Department of Student Development.

[-- back to top --](#)

Sanctions

Sanctions under the Integrity Code are imposed for their educative, not punitive, effect. The members of the University community charged with adjudicating a violation of the Standards—the Honor Court and the Student Affairs staff—do all in their power to make the discipline process one in which a student is encouraged to examine the motives for and consequences of the actions which bring his or her standing in the community into question. The sanction process thus provides students with two opportunities:

- the opportunity to grow in self-knowledge and ethical habits of thought and action;
- the opportunity to heal the breach in the community caused by their behavior, and to recompense the community.

To this end, sanctions typically will be meted out not in isolation, but in tandem with a number of programs established to address the sources of problems that led to violation of the Standard. All the sanctions listed below may be imposed on groups and organizations as well as individuals. The specific sanctions are as follows:

I. Conduct Reprimand: the result of a Standards violation which calls into question the student's full understanding of the conduct expected of a student at the University. It places the student on warning that further violations may result in more serious sanctions. More importantly, it requires the student to examine the source of the University's questioning of his or her behavior and to seek

direction, as necessary, on ways to reorient his or her efforts.

II. Conduct Probation: a specified probationary period when the student's public participation in the University community is halted because of the student's particular violation of the Principle and Standards. While conduct probation allows the student to continue attending classes and living in university residences, he or she may not represent the University in any public fashion (for example, in performing musical or dramatic groups, or in intercollegiate sports competition) or run for or hold elected office in any student group or organization during the probationary period. If a student violates the Integrity Code further while on conduct probation, he or she may be subject to suspension or expulsion.

A. Level I Conduct Probation: A student on level I conduct probation may make a written request for specific exception to represent the University in a public activity. The exception request would be considered by the adjudicating officer. This level of conduct probation may not exceed twelve months.

B. Level II Conduct Probation: No exceptions to represent the University in a public activity will be granted while a student is on level II conduct probation. This level of conduct probation may exceed twelve months.

III. University Residence Eviction: Immediate and permanent removal from University housing, when a student proves him- or herself no longer capable of living with other students in a way which fosters their mutual development socially as well as emotionally and intellectually, or when a student poses a significant risk to the health or safety of other university residents. Immediate removal is called for under this sanction, and further restriction from other University residences may be stipulated. Room and board fees may be forfeited.

IV. Conduct Suspension: Separation of the student from the University (including its premises and activities) for a specified period of time. This sanction is instituted when a period away from the University may suffice in reconciling the student to the University community's values and goals. All fees and academic credits for the semester during which the suspension occurs may be forfeited. A suspended student who wishes to return to the University must apply to the Dean of Students for readmission and demonstrate willingness to abide by the Integrity Code.

V. Conduct Expulsion: Permanent separation of the student from the University (including its premises and activities), in extreme instances when no other means of reconciliation is possible between the student and the University. The student has proven him- or herself incapable of normal relations with the University community, usually through a continual pattern of violations that directly threaten the university or its members' well-being and safety. Notation of the expulsion will appear on the student's transcript. All fees and academic credits for the semester during which the expulsion occurs are forfeited.

VI. Other Sanctions: As appropriate for the particular needs or problems at issue, other sanctions may include programs related to the use and abuse of alcohol, including alcohol assessment and treatment, and programs in which students found guilty of Standards violations will be required to read and write about the nature of their actions, and to discuss what they have read and written with others, including the Dean and Associate Deans of Students. Community service, aimed at re-establishing normal relations with the University, and restitution for damage are also employed, as are other "creative" sanctions.

Emergency Action

Emergency Action may be taken in cases where there is evidence that a student's or a student-group's continued presence on the University campus poses a substantial threat to the student or group or to others, or to the stability and regularity of University functions. Under this action, a student may be suspended, or his or her access to University residence facilities or other programs or activities restricted, for an interim period pending disciplinary proceedings under the procedures for adjudication of the Student Integrity Code. The Dean of Students or his or her designee may initiate Emergency Action, in keeping with the intentions, the rights described in Standard Five above, and following procedures outlined throughout the policies and procedures of the Integrity Code.

[-- back to top --](#)

Amendment or Revision

The Dean of Students, Student Senate or faculty Student Life Committee may recommend any amendments to the Integrity Code. Such amendments shall be approved by the Student Senate prior to forwarding them to the Board of Trustees for review. The Board of Trustees is solely responsible for final approval of all revisions and amendments to the Integrity Code.

The Dean of Students, Student Senate, or faculty Student Life Committee may recommend any amendments to the Integrity Code. Such amendments shall be approved by the Student Senate prior to forwarding them to the Board of Trustees for review. The Board of Trustees is solely responsible for final approval of all revisions and amendments to the Integrity Code. Approved by the University of Puget Sound Board of Trustees on October 5, 1991. For the complete text, visit www.ups.edu/dsa/integrity.htm.

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