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George Fox University
Undergraduate
Student Handbook

2012-13

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Table of Contents

Policy Updates.....	6
Communications Statement.....	7
Community at George Fox University	7
Community Membership: A Process of Discovery	7
The Foundational Beliefs of Our Community.....	9
Defining Community	9
Lordship of Jesus Christ.....	10
Relationships	10
Guiding Principles and Lifestyle Standards.....	12
Biblical Expectations	12
Honesty and Integrity	13
University Expectations	13
Lifestyle Standards and Values.....	14
The Responsibilities of Community.....	17
Community Support and Accountability.....	18
The Purpose.....	18
Being Truthful.....	19
Help to Change and Grow	20
Procedures.....	21
The Hearing Process.....	22
Hearing Findings and Outcome	22
Determining Responsibility in Specific Incidents.....	23
University Personnel Responsibilities.....	24

General Rights of Complainants/Alleged Survivors and Alleged Perpetrators	24
False Reporting	26
Safety of the Community.....	28
Retaliation	28
Conditional Immunity	29
Responsibility for Self-Care Policy	31
Student Support Network	32
Community Policies – Section 1	34
Purpose.....	34
Campus Awareness and Education	35
Harassment and Discrimination	36
Sexual Harassment	36
Bias-related Incidents and Hate Crimes	38
Guidelines for Responding to Bias-Related Incidents and Hate Crimes.....	39
Supporting the Student and Community.....	39
Incident Response Team (IRT).....	40
Reporting and Resources for Harassment, Discrimination, Sexual Harassment, Bias-Related Incidents and Hate Crimes	41
Reporting Harassment, Discrimination, Sexual Harassment, Bias-Related Incidents and Hate Crimes – Responsible Personnel	42
Retaliation	43
Confidential Support.....	43
Sexual Assault	43
Reporting and Resources for Sexual Assault	44
Conditional Immunity	46

Reporting Methods.....	46
Emergency Reporting.....	46
Student Life Reporting.....	47
Confidential On-campus Resources.....	47
Confidential Off-Campus Resources.....	48
Police Reporting	48
Medical Assistance	48
Community Policies – Section 2.....	49
Alcohol, Drugs & Tobacco	49
Computer and Technology	52
Dances	52
Gambling.....	53
Missing Student Notification.....	53
Modest Dress	54
Movies and Music – Discernment Policy.....	55
Pornography.....	57
Pregnancy.....	57
Sexual Purity.....	58
Student Organizations and Clubs	59
Community Policies – Section 3.....	59
Automobiles and Parking	59
Babysitting and Child Care.....	60
General Safety & Facilities	60
Fire Safety.....	60
Non-Motorized Transportation	61
Protests	61

Security and Crime Statistics 62
Theft 62
Weapons and Firearms 62
Frequently Asked Questions 62
Resources 66
 Student Emergency Fund 66
 Resources for Current Undergraduate Students 67

Policy Updates

The Undergraduate Student Handbook is updated annually. The list below includes all policies that have been changed or added to in some way for the 2012-13 academic year. Unless otherwise noted, changes were made throughout the sections listed below:

Community Support & Accountability

- The Purpose
- Being Truthful
- Help to Change and Grow
- Procedures
- The Hearing Process
- Hearing Findings and Outcome
- Determining Responsibility in Specific Incidents
- False Reporting
- Appeals Process
- Responding to Situations
- Safety of the Community
- Retaliation
- Conditional Immunity
- Good Standing Policy
- Community Policies
- Harassment & Discrimination
- Sexual Harassment
- Bias-Related Incidents & Hate Crimes
- Reporting & Resources For Harassment, Discrimination, Sexual Harassment, Bias-Related Incidents & Hate Crimes
- Sexual Assault
- Reporting & Resources For Sexual Assault
- Sexual Purity
- Student Organizations and Clubs

Communications Statement

The university strives to communicate effectively through a variety of media. Students are expected to frequently check their campus mailboxes, their personal George Fox e-mail, and e-announcements. These contain important information and deadlines for students. As a student it is your responsibility to regularly access and follow through with pertinent information in these different forms of communication.

Our goal is to help you have an amazing experience at Fox and we want you to have the important information that will assist you in your journey.

You can sign up for E-announcements here by clicking on the 'letter' icon on the E-announcements page. Once you fill out the form you will need to confirm your subscription. Check your e-mail for this confirmation process.

- Students should subscribe to E-announcements: blogs.georgefox.edu/announce
- Subscribe to the **Student Life at George Fox** Facebook page.



Community at George Fox University

Community Membership: A Process of Discovery

During the college years, you will discover a broader range of people and ideas than you have ever encountered before. University life is an exciting world on its own, but its small in comparison to the world of possibilities that await you after graduation.

At George Fox University, we believe education is more than learning theories, reading books, and writing essays and papers. We believe education is a variety of knowledge, ideas, experiences, and people that prepare you to step out with confidence as you realize your full potential. We encourage you to take risks this year in learning about yourself and others as members of this Christ-centered community of learning.

At George Fox, we will help you answer these critical questions:

- Who do I want to be when I graduate?
- What values do I want others to see in me?
- What is God calling me to do?

The George Fox experience will help you become a person of commitment, character, and wisdom who can answer these questions with confidence.

A person of commitment is someone committed to love - love for God, love for others, and love for yourself. Mark 12:30-31 says, "Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. Love your neighbor as yourself (NIV)."

A person of character is someone who maintains his or her standard and commitments in both public and private spheres.

A person of wisdom is someone who has more than knowledge. A person of wisdom is a man or woman who knows how to pursue knowledge and how to use it to benefit others. When you pursue knowledge with humility and generosity, you will become wise - and help others around you do the same.

As you grow in commitment, character, and wisdom, you will also grow in confidence - in yourself and in the Lord. As Philippians 1:6 says, "For I am confident of this very thing, that He who began a good work in you will perfect it until the day of Christ Jesus." (NASB)

In all aspects of your student experience you will discover that George Fox University faculty, staff, and administrators are pursuing commitment, character, and wisdom right beside you. Not only will you build a foundation in your area of interest, you will also be challenged to be humble in spirit as you prepare to serve others with what you have learned within and outside of the classroom.

We hope you will consider this student handbook as a resource - a place to turn for information, counsel, and insight. Its content represents a guide to the essence of the university, our people, and mission.

The Foundational Beliefs of Our Community

It's important for students to understand the core beliefs of George Fox University.

The mission, vision, and values describe the foundation of our community.

www.georgefox.edu/about/mission_vision_values/index.html

Our statement of faith defines what we believe as a Christ-centered university.

www.georgefox.edu/about/mission_vision_values/faith_statement.html

Defining Community

As a student at George Fox University, you are a member of a community. One of the primary functions of this comprehensive online student handbook is to help define what being a community means at this university. Each member of our community plays a role in creating an atmosphere where others can learn, mature, and prepare to meet the challenges that lie beyond the college years. The expectations of our community reflect our commitment to our Christian philosophy of education.

Lordship of Jesus Christ

We believe the Scriptures establish the basic principles that should guide the development of Christian character and govern all Christian behavior. These include the lordship of Jesus Christ over all life and thought. This involves wholehearted obedience to the word of God as taught in the Old and New Testaments and exemplified in the life of Jesus Christ; the careful stewardship of mind, time, abilities, funds, and opportunities for intellectual, spiritual, and interpersonal growth; and the care of our bodies as temples of the Holy Spirit.

Relationships

Living in daily fellowship with members of our Christ-centered community is a privilege and an expression of God's grace. In recognition of this privilege, we place great value on the quality of relationships in our community, and we acknowledge we are interdependent on and accountable to one another.

The greatest expression for our relationships is love: the responsibility to love God with all our hearts, souls, minds, and strength, and to love our neighbors as ourselves. This means that unselfish love should be the motive for our decisions, actions, and relationships. While there are many ways to express this type of love, we expect students to focus on the following:

Building Up One Another

Each member of the community should strive to maintain relationships that support, encourage, and assist one another.

Upholding One Another

Because we are human, we can and will encounter difficulties in relationships. In such cases, we should respond with compassion, kindness, humility, gentleness, and patience; bearing with one another and forgiving whatever grievances we may have against one another.

Bearing One Another's Burdens

We encourage our community to walk alongside those who are experiencing grief, discouragement, illness, tragedy, or other personal trials. We can do this by offering comfort, encouragement, consolation, and intercession.

Speaking the Truth in Love

We can strengthen our community and ourselves by being honest and loving in all our dealings with one another. Problems in relationships and behavior can be resolved constructively by confronting one another in an appropriate spirit. If we act for the benefit of others and do so in a loving manner, such confrontation can help us all mature and grow to be more like our Lord.

Reconciliation and Restoration

For our community to be healthy, we must work to heal broken relationships. When relationships have been damaged, regardless of the reason, we are encouraged to reach out to one another and forgive in order to restore those relationships and to make restitution. Our commitment to celebrate diversity and educate people regarding cultural differences is another important reason to reconcile relationships that need repaired.

Practicing these and other expressions of love in our relationships requires continued effort and sensitivity to others. While strong, healthy relationships take work, they reward us by enriching our lives, honoring God, and helping us meet our personal goals and those of our university community.

The book of Colossians provides an excellent summary of the goals of our community:

"Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues, put on love, which binds them all together in perfect unity.

Let the peace of Christ rule in your hearts, since as members of one body, you were called to peace. And be thankful. Let the word of Christ dwell in you richly as you teach and admonish one another . . . And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God . . ."(Colossians 3:12-17 NIV)

Guiding Principles and Lifestyle Standards

Biblical Expectations

As members of this community, we must remember that our behavior reflects not only on ourselves, but on other members of our community and on our Lord Jesus. Whether we step out into the world around us or interact in our own smaller realm, the things we say and do are a testimony to who we are and whom we serve.

Scripture teaches us that we can exhibit certain attributes by allowing the Holy Spirit to guide our behavior. These attributes include love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. These fruits of the Spirit (see Galatians 5:22-26) are to be sought, encouraged, and demonstrated in our relationships.

Conversely, Scripture condemns attributes such as greed, jealousy, pride, lust, and hatred. Although these characteristics are sometimes difficult to discern - especially in ourselves - they can hinder relationships with God and with others and lead to destructive or unacceptable behavior. Members of our community are expected to reject these attitudes so that each one of us can grow in grace and righteousness.

Certain behaviors condemned by biblical teaching are not acceptable for members of the George Fox University community. They include theft, lying, all forms of dishonesty, gossip, slander, backbiting, profanity, vulgarity (including crude language), sexual immorality (including adultery, homosexual behavior, and premarital sex), drunkenness, immodesty of dress, and occult practices.

In keeping with scriptural teaching about the authority of government, members of the George Fox community are expected to uphold the laws of the local community, the state of Oregon, and the nation. The only exception would be the rare occasions in which obedience to civil authorities would require behavior that conflicts with the clear teaching of Scripture, in which case each individual would submit voluntarily to the civil penalty for disobeying the law. In every other case, behavior resulting in civil arrest on or off campus is subject to review and accountability.

The University also recognizes that while the Scriptures do not provide specific teaching regarding all social practices, they do advocate self-restraint in things that are harmful or offensive to others. In light of this, there are numerous responsibilities set forth for members of our community.

Honesty and Integrity

All community members are expected to be people of character who are honest and live a life of integrity.

Honesty is defined as telling the truth, being truthful in our actions and our words, and admitting when we have made a mistake. Integrity means doing what you say you will do, making sure your actions match your words, and abiding by what's expected of you, even when no one is watching. Honesty and integrity are honored and valued in all aspects of the George Fox community.

University Expectations

The University has created certain guidelines and expectations we believe contribute to our sense of Christian community and to its aims and goals. These high standards are not set forth as absolutes or an index of Christian spirituality, but rather as expectations for those who choose to be a part of our community.

We recognize that not all students are committed followers of Jesus, have the same standards for living ascribed to by the university, or necessarily agree with some facets of the university's lifestyle expectations. However, in the admissions process you signed the application agreeing to respect and abide by the lifestyle standards and community expectations (to be followed by all students of George Fox University) for as long as you are enrolled as a student. Since we are to trust and be responsible to each other, violating these standards is regarded as a breach of integrity.

Establishing community and lifestyle expectations is one way a community helps its members develop as individuals. While each person is an individual, individuals must share responsibility for the community. We believe that by describing the expectations that come along with being a member of the university community, students should be able to take a more active role in helping George Fox University function as a Christian community and in achieving our goals as an institution of higher learning.

Lifestyle Standards and Values

As a community we encourage and teach our members to follow Jesus Christ and be collaborators in God's work in the world. We urge each member to become the kind of person and live the kind of life that Jesus taught and modeled. We believe such a life is described by the 'fruit of the spirit' as listed in Galatians 5:22-23. These fruits include love, joy, peace, patience, kindness, gentleness, goodness, faithfulness, and self-control.

We believe the Bible teaches that all persons are created in God's image and that God actively seeks renewed relationships with every individual. We are bound therefore to regard each person with love and respect. (Romans 12:9-21, 1 Corinthians 13, Ephesians 4:32). So we avoid discrimination, abusive or manipulative actions, and gossip or mean-spirited behaviors. We seek actively to honor each person,

loving and serving one another as Jesus taught us. Our lifestyle excludes immoral practices and calls us to transformed living as we 'offer [our] bodies as living sacrifices' to God (Romans 12:1-2). In regard to sexual morality, we believe that only marriage between a man and a woman is God's intention for the joyful fulfillment of sexual intimacy. This should always be in the context of mutual compassion, love and fidelity. Sexual behaviors outside of this context are inconsistent with God's teaching.

We recognize these principles may conflict with the practice and opinion of some within the larger culture. We are convinced that this is God's design for providing the most loving guidance and practice for individuals and our community.

For a community to be its members must live with integrity. This includes honest academic work, telling each other the truth, keeping our promises and living so our actions match our words. (James 1:22-25)

The university is eager for each member of the community to grow spiritually (Hebrews 10:24-25).

We encourage involvement in activities designed to nurture spiritual growth. This includes Bible study, small prayer groups, service opportunities, and chapel attendance. The university encourages all members of the community to maintain personal practices of discipleship and to participate in a local church.

Our goal is to help each community member to think the same way as Christ thought (Philippians 2:5). This includes disciplining our minds to think about what is true, honorable, just, pure, pleasing, commendable, excellent and worthy of praise as commended to us in Philippians 4:8. We avoid gambling, not only to practice good stewardship of our resources, but also to prevent welcoming greed

inwardly and joining in the social inequities on which gambling thrives.

While we recognize that committed Christians differ in how they view the consumption of alcoholic beverages, it is clear that the improper use of alcohol by students, faculty or staff could bring much harm to the communities of George Fox University. This is especially true of the traditional undergraduate community which consists largely of students who are under the legal drinking age. Nationally, it is well documented that underage and binge drinking as well as driving with significant blood alcohol levels are major problems on college campuses.

In addition, there is growing evidence that some individuals are predisposed to alcoholism. For these reasons, the use of alcohol by traditional undergraduate students is not allowed at any time they are enrolled at the university.

The use of alcohol at university-sponsored events or activities is not allowed. Further, the presence or use of illegal drugs or alcoholic beverages is not tolerated on any George Fox University campus, nor is the illegitimate use of prescription drugs. The use of tobacco is not permitted in any George Fox University building or by employees or traditional undergraduate students.

The goal of the George Fox University lifestyle standard is to create a community in which individuals are encouraged to be transformed into the image of Christ. In addition, we desire that our common life would reflect the teachings and Spirit of Christ in all that we do and say. In this ongoing process of transformation, all members of the George Fox community are encouraged to consider the following questions as a means of self-examination, in the tradition of the historic Friends (Quakers).

As individuals or groups within this community reflect on these questions we encourage them to respond in obedience to God's leading and to seek encouragement, support and accountability from other members of the community.

- Am I actively pursuing the highest call of God on my life even if that means giving up a personal 'freedom' for the sake of others within the community?
- As a member of the George Fox community, do I recognize my duty and responsibility to others within our Christ-centered community?
- Am I a faithful steward of the resources which God has entrusted to me?
- Do I discipline my mind and body to serve as instruments of God?

These lifestyle standards reflect the university's mission, faith commitments, values, and our rich heritage. They are intended to facilitate our life together at George Fox University. A more detailed description of specific aspects of these standards can be found under the Community Policies section of the student handbook. If you have any questions regarding the lifestyle expectations, please contact the dean of community life or associate dean of students in the student life office.

The Responsibilities of Community

As part of the George Fox University community, students are to abide by the lifestyle standards and community expectations while they are:

- Enrolled in classes for the Fall Semester (including Thanksgiving), Spring Semester (including Spring Break), May Term, and Summer Term.
- Representing the George Fox University community in any programs on or off campus, whether they are enrolled or not, or are employed by the institution.
- Living in university housing

Over Christmas break and the summer, students should keep in mind they are representing the George Fox University community. The University expects students to use discernment and wisdom in their behavior and decision-making during these periods.

Since most students are also members of smaller communities - their families - we want to make it clear that the policies of the university students who are home for vacation or the weekend are assumed to be a part of the family unit and under the direction of their parents. Commuting students are expected to abide by these policies except when university regulations conflict with the authority of the family. However, situations where students are at their parent's home and violate GFU policies without a parent being present may incur appropriate interventions from student life personnel.

Community Support and Accountability

The Purpose

Members of our community are responsible for their own behavior, as well as holding each other accountable. As a university committed to the integration of faith and learning, we believe in the model of accountability as outlined in Matthew 18:15-17: "If your brother sins against you, go and show him his fault, just between the two of you.

If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or tax collector" (NIV). Within our Christ-centered community, a brother or sister is to be restored through confrontation and reproof that are part of a loving relationship.

Community accountability provides a venue for students to experience responsibility, growth in self-discipline, and assistance in their journey. The desired outcome is helping students learn and grow, as well as encouraging them through an intentional process designed to help them make better decisions. At the core, it is intended to be redemptive and restorative with the care and development of each person in mind.

Student Life personnel including resident assistants, area coordinators, assistant area coordinators, the associate dean of students, and the dean of community life, desire to journey with students by providing accountability while extending grace, care, love and forgiveness.

Being Truthful

Honesty and integrity are vital aspects of the community accountability process. When a student tells the truth it is honorable and highly valued, even if it means being honest about making a mistake. It is a community expectation that students are honest when asked questions about a situation where potential lifestyle or policy violations occurred. If a student lies to university personnel the severity of the circumstances may be escalated. Lying increases the seriousness of the situation and the degree of consequences that

may be incurred by the student. Being truthful is imperative and expected.

Help to Change and Grow

We trust that each member of the George Fox community is fully aware of his or her own behavior and the positive and negative effects that behavior can have upon the rest of the community. If you know your behavior is outside the limits established by the university and want assistance to change, you are encouraged to take the initiative and discuss your concern with a student life staff member without the threat of disciplinary action. In the case of such personal concerns, student life staff will help you toward growth and assistance to live within the community guidelines. Exceptions to this approach may be when behavior is repetitive, self-destructive, hazardous to others, or involves a significant legal issue in which the university is obligated to uphold the law.

Conversely, if you know a student who is violating the community expectations, you are encouraged to go directly to that person and express your concern about the behavior and about the consequences it might have on the community and the individual. Ask the student if he or she is willing to change the offending behavior and live within the community expectations. If there is a positive response and the behavior changes, the problem may be resolved. If your confrontation does not solve the problem, the problem is serious (e.g., discrimination or harassment), or there is a continuing pattern of adverse behavior, encourage the student to seek assistance from a student life staff member or tell them you will go with them to get help.

If a student life staff member receives information about an incident or situation it can no longer be defined only as a personal problem. It may be considered a community issue and dealt with through the community accountability process. Ignoring problem behaviors give tacit and unspoken approval to the behaviors in question and do nothing to restore the individual's relationship with the community.

If a student is passively in the presence of other students who are violating the lifestyle standards they may be considered as an active participant in the situation. As stated previously, failure to address a violation provides unspoken approval of the behavior. Generally, all students involved in a situation such as this are held accountable. For example, if a student is with other community members that are drinking alcohol, the student may be held accountable for being present with the group even if he or she did not consume alcohol. In such a case, the university believes the student should have withdrawn from the group.

Procedures

Any student who violates the lifestyle statement or community policies is held accountable for his/her actions through the community accountability process as outlined below:

1. Student Life personnel conduct an investigation and meets with the student(s) to discuss the incident report and collect further facts regarding the incident.
2. The student may select one of two courses of action:
 - a. The student(s) may admit the alleged violation and request the student life representative take whatever action seems appropriate. In an investigation involving sex discrimination, sexual harassment or sexual assault, any Complainant under Title IX is informed of and may appeal the outcome. In cases of harassment, discrimination, bias-related incidents or hate crimes, any Complainant is also informed of and may appeal the outcome as per University policy for these types of incidents.
 - b. The student(s) may deny the alleged violation, in which case a hearing is held before the Associate Dean of Students or Dean of Community Life (depending the nature of the violation), or his/her designee.

The Hearing Process

When the course of action is a hearing, the following outlines the various aspects of this process. Complainants are encouraged to participate in the hearing. Any Complainant under Title IX, as well as other applicable University policies listed above, is informed of and may appeal the outcome of the hearing.

1. The student(s) involved are entitled to an expeditious hearing of the incident.
2. The hearing is informal in nature and does not adhere to formal rules or procedures, or rules followed by courts of law.
3. The student(s) are entitled to the following in regard to the hearing:
 - a. Written notification of the time and place of the hearing.
 - b. Information regarding the procedures as outlined here.
 - c. A written or electronic statement that outlines the violations.
4. The student(s) may appear at the hearing to present his/her involvement in the incident. If a student chooses not to appear at the hearing, she/he must inform the student life administrator who is hearing the case. In these instances the hearing may be conducted based on the written evidence.
5. If a lawyer is consulted, such a person may give any advice she/he believes pertinent, but he/she may not enter into the community accountability procedures or attend the hearing.

Hearing Findings and Outcome

After hearing a case, the Associate Dean of Students or Dean of Community Life (depending on the nature of the violation), or his/her designee, may decide as follows:

1. Not responsible for a violation: No violation of the lifestyle statement or community policies has been proved.

2. Responsible for a violation: A violation of policy or the lifestyle statement has been proved. In this case, the Associate Dean of Students or Dean of Community Life (depending the nature of the violation), or his/her designee, may impose appropriate sanctions.

Written notification of the outcome is communicated to the student(s) involved (including any Complainant as required by Title IX, or other applicable University policies listed above) at an appointed time with the student life administrator who conducted the hearing. If a student does not appear at the selected time, notification is made through email and/or campus mail.

Determining Responsibility in Specific Incidents

In sex discrimination, sexual harassment, sexual assault, harassment, discrimination, bias-related incidents or hate crimes cases the following additional aspects also apply within the community accountability process. As in other situations, for these incidents the standard used to determine responsibility is the preponderance of the evidence; whether it is more likely than not that the alleged perpetrator has violated community policies or lifestyle expectations. The University reserves the right to impose differing sanctions depending on the severity of the offense, up to and including termination for an employee, and dismissal for a student. Although it is separate from the community accountability process, perpetrators may also face criminal charges.

The Title IX Coordinator/Vice President for Student Life designates the investigating officer and hearing officer. Typically, the Associate Dean of Students serves as the investigating officer and the Dean of Community Life serves as the hearing officer in sex discrimination, sexual harassment, sexual assault, harassment, discrimination, bias-related incidents or hate crimes involving undergraduate students. The Complainant/alleged survivor and the alleged perpetrator may

appear separately at the hearing. Both receive information about the outcome of the hearing and have the opportunity to appeal the decision of the hearing officer. Appeals are made to the Student Board of Appeals, as designated by the Title IX Coordinator/Vice President for Student Life.

University Personnel Responsibilities

- Ensuring that the Complainant/alleged survivor and the alleged perpetrator are aware of the seriousness of the complaint
- Explaining the University's sex discrimination, sexual harassment and sexual assault policy and investigation procedures
- Making referrals to the Health and Counseling Center for counseling and referral services, if appropriate
- Discussing with the Complainant/alleged survivor the option of notifying the police if criminal activities are alleged
- Conducting or arranging for an investigation of the alleged prohibited conduct
- Preparing or overseeing any reports, recommendations, or remedial action(s) that are needed or warranted to resolve any prohibited conduct
- Assuring that each complaint is assessed and resolved individually

General Rights of Complainants/Alleged Survivors and Alleged Perpetrators

Complainant/Alleged Survivor's Rights:

- An explanation of available options for redress

- Freedom from harassment or retaliation by the alleged perpetrator (or supporters)
- An explanation of the community accountability process
- Notification of no contact with alleged perpetrator
- Use of any available internal and external support services
- Ability to speak on their own behalf during the investigation, including making a “survivor impact” statement
- The presence of an advisor from the University community and/or a support person during the hearing
- The opportunity to present witnesses who can speak about the charges (character witnesses excluded)
- Freedom from having irrelevant sexual history discussed during the hearing
- Information about the outcome of the hearing
- Opportunity to appeal the outcome of the hearing

Alleged Perpetrator’s Rights:

- An explanation of the charge(s)
- Freedom from harassment or retaliation by the Complainant/alleged survivor (or supporters)
- An explanation of the community accountability process
- Notification of no contact with the Complainant/alleged survivor
- Use of any available internal and external support services

- The presence of an advisor from the University community and/or a support person during the hearing
- The opportunity to present witnesses who can speak about the charges (character witnesses excluded)
- Freedom from having irrelevant sexual history discussed during the hearing
- Information about the outcome of the hearing
- Opportunity to appeal the outcome of the hearing

False Reporting

Any student found to be falsely reporting and/or falsely accusing an individual of sex discrimination, sexual harassment, sexual assault, harassment, discrimination, bias-related incidents, or hate crimes may face appropriate aspects of community accountability, up to and including suspension or dismissal from the University.

Appeals Process

Any student may appeal the outcome, the process and any action taken by student life personnel. In cases involving sex discrimination, sexual harassment, sexual assault, harassment, discrimination, bias-related incidents, or hate crimes the Complainant/alleged survivor has the opportunity to appeal the decision outcome. Appeals must be made within seven days of notification of the original decision. The appeal should be sent to the specific administrator or board outlined in the student's letter. For incidents resulting in suspension or dismissal, appeals are made to the Student Board of Appeals.

Responding to Situations

It is difficult to codify how all incidents may be handled because each situation brings with it a unique set of circumstances. The response from student life personnel is designed to provide accountability and appropriate consequences for each student involved in a situation. The nature of the infraction, the severity of a violation, as well as the

frequency of similar offenses, is considered in the community accountability process. The majority of situations result in specific consequences designed to help the student learn and grow in the following areas: character development, decision-making, understanding the importance of integrity, affirming their commitment to the community, being held responsible for their actions, receiving love and forgiveness, being honest and sincere, speaking the truth in love, and being fully restored to the community.

As the passage in Matthew suggests, there are times when an individual may need to leave the community for personal restoration and reconciliation. This is not intended to be done punitively, but in love and respect for the student involved and for the good of the community at large. In these serious instances, consequences may include a short-term suspension (generally immediate, but in rare instances deferred until the next semester of enrollment), long-term suspension (either immediate or deferred termination of student status for one or more semesters), or dismissal (permanent termination of student status). Suspensions and dismissals are rare occurrences and careful consideration is given in these decisions.

A short-term suspension is defined as a period of time in a given semester during which the student is not allowed on campus. Generally, the period of time is between three and seven days. The student may not attend class, live in campus housing, participate in university-sponsored co-curricular activities, attend university-sponsored events, or represent the university in any official capacity during a short-term suspension. Generally, academic work (papers, exams, etc.) is not accepted during the suspension period, and the student is not allowed to make up the academic work missed. A student who would receive a reduced course grade resulting from missed work during a suspension may be given the opportunity of withdrawing from the course without a grade. When a student is suspended, his or her academic advisor and instructors are informed of the suspension, but usually not of the circumstances leading to it.

Students serving a long-term suspension or who have been dismissed are not permitted to be on campus property, attend class, live in campus housing, participate in university-sponsored co-curricular activities, attend university-sponsored events, or represent the university in any official capacity.

In the case of a suspension or dismissal, the student's financial aid would be revoked. Even if the student successfully appeals their suspension or dismissal, or is readmitted, they still need to appeal their revoked financial aid status with Student Financial Services.

If a student chooses to withdraw before fulfilling the required community accountability sanctions, including suspension, these stipulations may need to be fulfilled before she/he is allowed to re-enroll. Graduating students who do not complete assigned consequences may have their diploma and/or transcript withheld until the sanctions are complete.

Safety of the Community

The University reserves the right to immediately respond with whatever measures it deems necessary in order to protect the personal safety of student's, employee's or other people. This may include situations in which the University or its representatives believe that because of a student's behavior, there exists a threat of imminent danger to the student or others; significant disruption of the work, academic, or student life environment; or significant damage to University property. Such measures include, but are not limited to: temporary removal of the student from his/her living situation on campus or from the campus as a whole, modification of living arrangements, and/or interim suspension from campus pending a hearing.

Retaliation

The University strictly prohibits retaliation against any person reporting, assisting or participating in any manner in any community accountability investigation or proceeding. Retaliation is any action by any person that is perceived as: intimidating, hostile, harassing,

retribution, or violent that occurred in connection to the making and follow-up of the report. This includes retaliation of any kind, whether it's by an employee, student, visitor or other third-party. Any person violating this policy may be subject to appropriate community accountability, up to and including termination if they are an employee, and suspension or dismissal if they are an undergraduate or graduate/DPS student.

Conditional Immunity

George Fox is deeply committed to the health, safety, and well-being of its students. Students are strongly encouraged to call 911 or seek other medical attention when the health or safety of themselves or others is threatened or appears to be at risk. The University wants to eliminate barriers for students who may be hesitant to seek medical or emergency help or report the incident to university officials because they fear being held accountable for policy violations (e.g., drinking alcoholic beverages). To encourage reporting, George Fox pursues a policy of offering students who are accessing help for themselves or others, conditional immunity from being charged with policy violations related to the particular incident. While there may be no community accountability sanctions for these individuals, the University may provide elements of help, support, and education.

Good Standing Policy

It is a privilege for students to participate in curricular and co-curricular programs at George Fox University. The university expects these students to be leaders and role models in our community who will live with integrity. It is essential that students embrace the challenge to live as people of character and be held to a high standard of accountability. There are a myriad of departments and programs that require participating students to be in good standing with the University. These departments or programs include, but are not limited to:

- Athletics
- Student Athletic Trainers
- Theme Living Communities
- Theatre Department & Players

- Music Department
- Forensics
- Psychology Department
- Social Work/Sociology Department
- Semesters Off-Campus Program
- Juniors Abroad
- Off-campus housing
- Admissions Bed & Breakfast Club
- Admissions Ambassadors
- Admissions Student Employees
- Admissions Interns
- Teacher Education
- Spiritual Life
- May Serve
- Serve Trips
- Residence Life
- ASC
- Act 6 Leadership and Scholarship Program
- Orientation & Peer Advisors
- ARC Consultants
- Nursing Majors
- International Students
- Tuition Remission
- Tuition Exchange

Students may lose good standing if they have violated:

- The University's lifestyle standards.
- Community policies as outlined in the Student Handbook including, but not limited to, severe or repetitive community violations.
- Federal, state, or local laws that resulted in a conversation with University personnel.

Students may regain good standing when they have fulfilled:

- Requirements and methods of accountability required or enforced by Student Life personnel.
- Stipulations and timeframes as outlined by each department or program they are involved in.

The consequences and means of accountability issued by each department or program are determined by the supervising university employee. This process is separate from any sanctioning and accountability that happens in the community accountability process by student life or the community accountability board (CAB).

In addition to the good standing policy, each department or program may have additional expectations for participation. Please check with the supervising university employee for these additional requirements.

Responsibility for Self-Care Policy

The University believes it is important to foster an environment that encourages students to maintain a standard of responsibility for self-care (i.e., the ability to respond adequately to one's emotional, physical, and educational needs). Some students who are distressed engage in behaviors that impact their self-welfare or the welfare of the university community. These behaviors may require further assessment or support services by appropriate professionals to ensure the safety of the student and GFU community members.

Various resources on campus are available to assist students to return to adaptive levels of functioning. However, some students may be compromised in their ability to ensure their own self-care (i.e., to appropriately access these resources) due to the presence of suicidal ideation, eating disorders, thought disorders (i.e., psychosis), or other harmful behavior or actions. Given that these students might not seek services voluntarily, or at the suggestion of staff, faculty, or administrators; they may need to be mandated to do so administratively. As such, students who exhibit an inability to maintain the standard of responsibility for self-care may be required to participate in a mandatory safety assessment process. The purpose of the mandatory assessment is to assure the student is connected with the appropriate services to afford the student the opportunity to improve her or his welfare, as well as to uphold the welfare of the community.

The Responsibility for Self-Care is essential for students to continue in their enrollment at George Fox University. The expectation is for willing students to take advantage of supportive resources so they will be able to either stay in school or return to school, including situations that required hospitalization. This expectation is only challenged by the student's actual behavior after being engaged by the University's administrative representative - such as suicide attempts, broken safety contracts, and a general unwillingness to assume responsibility for the student's self-welfare. The University is committed to assisting students within this process so they will be successful in their journey.

Student Support Network

The Student Support Network (SSN) is a program designed to identify and support students who are struggling academically, socially, or personally. The SSN consists of a small team of faculty, staff, and administrators representing a variety of departments who are invested in the academic and personal success of George Fox University undergraduate students. This group meets regularly during the academic year to confidentially discuss appropriate and timely interventions for students in need of assistance or support.

In providing this support, struggling students will be encouraged to develop both their independence and their interdependence within the context of the campus community. The goal of the SSN is to encourage students' persistence to graduation and their active pursuit of God's call on their lives. To accomplish this important objective, the SSN assigns an appropriate person to follow up with the student and point him or her to the many resources that are available. Our hope is that some of the identified resources will help the student in resolving specific issues or concerns.

Students are referred to the SSN by concerned members of the George Fox community who submit an Intervention Alert Form.

ssn.georgefox.edu

(Please note: referral to the SSN or use of the intervention alert form is not intended to replace direct referral to a university service or office. It is also not intended to be used when a student misses one or two classes or fails to turn in an assignment.

The SSN program is intended for referral when there are several issues of concern that may involve different offices or when extra support and attention would be helpful to encourage student success.

Procedures for Referral:

- A. Whenever possible, the reporting community member is encouraged to discuss the concern with the student and/or inform the student that he/she is contacting the SSN on their behalf.

- B. Once the form is received by the SSN, the committee will determine the appropriate action for each individual and will identify the faculty or staff person who will be responsible for follow-up. The assigned point person will perform one or more of the following tasks within five working days (depending on the seriousness of the concern):
 - Contact the faculty or staff member to discuss the referral before making contact with the student

 - Contact the student by phone and attempt to identify a solution

- Contact other appropriate university personnel to check on the status of the student
- Contact the student by letter or e-mail and request a follow-up with the designated point person.

In appropriate cases the faculty or staff member assigned to follow-up with the student may notify the referring university community member that the student has been contacted. Because of confidentiality it may not always be possible to provide specific information unless the share information.

NOTE: If a faculty or staff member has a concern about a student and is unsure of how to intervene or is reluctant to get involved, they can contact the SSN and discuss intervention options before taking action.

Community Policies – Section 1

Purpose

George Fox University is committed to providing a Christ-centered community that fosters a safe living, learning, and work setting for students, employees, and visitors. A core value of this institution is to maintain a respectful environment for all individuals that is free of the following:

- Harassment & Discrimination
- Sexual harassment
- Sexual assault
- Bias-related incidents
- Hate crimes

These behaviors and actions are contrary to the mission, values and Lifestyle Standards of our community, and are violations of federal and/or state law. It is our firm belief that engaging in any aspect of this behavior is inappropriate for members of the George Fox community.

These policies are for undergraduate students in any program at George Fox University. Graduate/DPS students should see the Graduate/DPS Student Life Policies for comparable applicable policies. Additionally, while many aspects are pertinent for faculty, staff and administrators, employees should see appropriate sections in the employee handbook. The following outlines addressing the aforementioned policies, reporting mechanisms, venues for help and support, complaint procedures, and other important aspects of prevention and response.

Campus Awareness and Education

Awareness and educational efforts are important aspects towards preventing and responding to incidents that may arise. These include the following:

- Orientation session for new undergraduate and transfer students designed to educate and prevent the outlined behaviors.
- Yearly educational efforts for new students, as well as reminders of the policy for current students and employees.
- Residence Life offers self-defense workshops on an annual basis on the Newberg Campus in September and October.
- Campus safety precautions are reviewed yearly and appropriate upgrades are implemented.

- Assistant Area Coordinators (AACs) and Resident Assistants (RAs) are trained annually to respond and assist students in crisis situations and in protocols for emergency response.
- Flyers and other educational documents are posted yearly in prominent locations on campus.

Harassment and Discrimination

George Fox University students and employees work, live, and learn in an environment where the dignity of each individual is respected. Harassment or discrimination due to race, color, sex, sexual orientation, marital status, religion, creed, age, national origin, citizenship status, workers' compensation status, physical or mental disability, veteran status, or any other status protected under applicable local, state, or federal law; or any other distinguishing characteristic protected by applicable non-discrimination law, is prohibited.

Actions that constitute harassment or discrimination may be verbal or physical conduct that includes, but is not limited to the following: demeaning gestures, threats of violence, physical attacks, or any types of threatening or verbal remarks. These behaviors include hazing, other initiations, or any actions that may be hazardous, dehumanizing, harassing or humiliating to people within or outside the George Fox community. This prohibition also includes vandalism, destruction of a person's property, the misuse of telephones, voicemail messages, text messages, United States or campus mail, as well as e-mail, social media or other electronic communication for the purpose of issuing obscene, harassing, or threatening messages.

Such conduct has the purpose or effect of interfering with an individual's work, academic, or student life environment. Students and employees are expected to conduct themselves in a manner that shows respect to all and ensures no discrimination or harassment occurs.

Sexual Harassment

Sexual harassment is unwanted sexual advances, requests for sexual favors, or other visual, verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status;
- Submission to or rejection of such conduct by an individual influences employment or academic status decisions affecting that individual; or
- Such conduct has the purpose or effect of interfering with an individual's work, academic performance, student life or creating an intimidating, hostile, or offensive work, academic, or student life environment.

While sexual harassment encompasses a wide range of conduct that may be verbal, visual, or physical in nature, specifically prohibited conduct includes, but is not limited to:

- Promising, directly or indirectly, a student, employee or other person a reward, if the student or employee complies with a sexually oriented request.
- Threatening, directly or indirectly, retaliation against a student, an employee or another person, if the student, employee or another person refuses to comply with a sexually oriented request.
- Denying, directly or indirectly, a student or employee an employment or education related opportunity, if the student or employee refuses to comply with a sexually oriented request.
- Engaging in sexually suggestive conversation.
- Displaying pornographic or sexually oriented materials.

- Engaging in indecent exposure.
- Making sexual or romantic advances toward a student, employee or another person and persisting despite the student's, employee's or other person's rejection of the advances.
- Physical conduct such as assault, touching, or blocking normal movement.
- Retaliation for making reports of harassment or threatening to report harassment.

More subtle forms of inappropriate behavior such as offensive posters, cartoons, caricatures, comments, and jokes of a sexual nature are prohibited, as they may constitute sexual harassment when they contribute to a hostile or offensive work, academic, or student life environment.

Sexual harassment can involve males or females being harassed by members of either sex. Although sexual harassment sometimes involves a person in a greater position of authority as the harasser, individuals in positions of lesser or equal authority also can be found responsible for engaging in prohibited harassment.

Sexual harassment can be physical and/or psychological in nature. An aggregation of a series of incidents can constitute sexual harassment even if one of the incidents considered separately would not rise to the level of harassment.

Bias-related Incidents and Hate Crimes

Bias-related incidents can be any physical, spoken, visual or written acts of abuse, harassment, intimidation, vulgarity, or remarks of a personally destructive nature toward another person because of

actual or perceived defining characteristics. This can occur whether the act is intentional or unintentional, or is directed toward an individual or group regarding: race, color, sex, sexual orientation, marital status, religion, creed, age, national origin, citizenship status, workers' compensation status, physical or mental disability, veteran status, or any other status protected under applicable local, state, or federal law; or any other distinguishing characteristic protected by applicable non-discrimination law.

A hate crime occurs when a bias-related incident involves a criminal act being committed. These crimes may involve, but are not limited to: physical assault, damage to property, bullying, harassment, verbal abuse or insults, or offensive graffiti or letters. Some hate crimes may violate Oregon and/or federal law, and the conduct underlying them violates university policies.

Guidelines for Responding to Bias-Related Incidents and Hate Crimes

Responding to concerns and incidents may vary depending on the nature and severity of a specific situation. It can include instances of protected speech that may generate harm requiring intervention with only limited consequences. Bias-related incidents may need to be addressed because they harm individuals, undermine civility and understanding of our community, or impede the educational process. Public discussion and education can promote awareness of prejudice and examination of the values that underlie the George Fox community. Some incidents are dealt with through the process of community accountability with appropriate sanctions.

Supporting the Student and Community

The University believes it is important to respond to a hate crime or bias-related incident with concern for the student or other person who has been targeted and the community as a whole. Student life personnel can assist the student or other person in documenting the event and explaining the options for addressing what has occurred. If the incident is a crime, the individual can be assisted in contacting the

police. If the incident involves the violation of a University policy, the procedures for investigation and resolution may be undertaken.

Appropriate assistance is available to students who are targeted. Student Life personnel strive to ensure that the affected student feels safe in her/his living and educational environment and may, if appropriate, change campus housing or adjust course schedules. The student life staff may also offer help documenting the event (i.e. taking photos of the offending material); help in talking with/filing a complaint with Security Services and/or the police; assistance in arranging counseling or other forms of support; or help, as appropriate, in initiating mediation between the affected student or other person and the offender. If it is appropriate, the targeted individual may also elect to participate in a University sponsored discussion about the incident, if one is held.

When bias-related incidents or hate crimes occur on campus, they can strain the fabric of the community. The Student Life Office may consider what sort of communication about the incident is appropriate, taking into account various factors such as personal safety and confidentiality.

In some cases, public discussion about the incident can serve to educate the community and promote awareness of prejudice. Programs that address bias-related incidents can change a hateful incident into an opportunity for increased understanding and personal growth. In some cases, the Student Life Office may collaborate with other offices on campus and with students decide to offer programs that include one or more of the following: residence hall discussions, open forums, panels, films, speakers, and other educational programming. Among other things, these events may serve to help the community understand and address what has occurred.

Incident Response Team (IRT)

In addition to the response outlined in the Reporting & Resources section, the Incident Response Team (IRT) addresses issues relating

to bias-related incidents and hate crimes. The IRT aids in developing recommendations to help the Student Life Office determine if, when and how the community should be informed of a bias-related incident or hate crime that has occurred. They also discuss and implement appropriate educational and programming opportunities in response to an incident.

The IRT is composed of the Dean of Inclusion and Leadership, Director of Multicultural and Leadership Programs, a member of the residence life staff, an additional member of the student life staff, a member of the faculty, the Director of Regional Sites, and a student representative appointed by ASC and Multicultural Programs. The IRT convenes when an incident occurs.

Campus Security may work with the IRT in order to improve communication about incidents and their implications for groups and individuals within our community. The Newberg Police Department may also be invited for discussion of bias-related incidents or hate crimes and may meet with the IRT as appropriate.

Reporting and Resources for Harassment, Discrimination, Sexual Harassment, Bias-Related Incidents and Hate Crimes

Harassment, discrimination, sexual harassment, bias-related incidents and hate crimes are not tolerated in the George Fox community. These actions may also violate local, state and federal law. All complaints or allegations of harassment are investigated promptly by designated University personnel. Appropriate, corrective action may be implemented based upon the findings of the investigation. Although demeaning, discriminating or harassing messages on such things as flyers, posters, emails, social media (e.g., Facebook), voicemails, and graffiti are often obnoxious or worse, it is helpful to preserve them as evidence, and not to disturb or remove anything that could help identify the source and/or targets or other affected persons.

If any student or employee believes he or she has witnessed, or has been subjected to, harassment, discrimination, sexual harassment, bias-related incidents or hate crimes, the person is encouraged to immediately report the incident to University officials as indicated below. Any person violating these policies may be subject to appropriate community accountability, up to and including termination if they are an employee, and suspension or dismissal if they are an undergraduate or graduate/DPS student.

Reporting Harassment, Discrimination, Sexual Harassment, Bias-Related Incidents and Hate Crimes – Responsible Personnel

ALLEGED PERPETRATOR (down)	ALLEGED SURVIVOR (right)	UNDERGRAD STUDENT	UNDERGRAD STUDENT WORKER	GRADUATE/DPS STUDENT	ADMINISTRATOR/STAFF	FACULTY
UNDERGRAD STUDENT		Title IX/ DOCL/RL	Title IX/ DOCL/RL/ Supervisor/HR	Title IX/ Dept. Chair/ Academic Dean	Title IX/ DOCL/RL/HR/VP	Title IX/ Academic Dean/ Provost
UNDERGRAD STUDENT WORKER		Title IX/ DOCL/RL/HR	Title IX/ DOCL/RL/HR/ Supervisor	Title IX/ Dept. Chair/ Academic Dean/HR	Title IX/ DOCL/RL/ HR/VP	Title IX/ Academic Dean/ Provost
GRADUATE/DPS STUDENT		Title IX/ DOCL/RL/Academic Dean	Title IX/ DOCL/RL/ Academic Dean/ HR/Supervisor	Title IX/ Dept. Chair/ Academic Dean	Title IX/ DOCL/RL/ Academic Dean/ HR/VP	Title IX/ Academic Dean/ Provost
ADMINISTRATOR/ STAFF		Title IX/ DOCL/RL/HR/VP	Title IX/ DOCL/RL/HR/ Supervisor/VP	Title IX/ Dept. Chair/ Academic Dean/HR	Title IX/ HR/VP	Title IX/ HR/VP/ Academic Dean/ Provost
FACULTY		Title IX/ DOCL/RL/HR/VP/ Academic Dean/Provost	Title IX/ DOCL/RL/ HR/VP/ Academic Dean/ Provost	Title IX/ Dept. Chair/HR/VP/ Academic Dean/ Provost	Title IX/ HR/VP/ Academic Dean/ Provost	Title IX/ HR/ Academic Dean/ Provost

RESPONSIBLE PERSONNEL KEY FOR TABLE:

- Title IX = Title IX Coordinator/Vice President for Student Life
- DOCL = Dean of Community Life
- RL = Associate Dean of Students/Director of Residence Life
- HR = Human Resources
- Supervisor = Student Employment Supervisor
- Dept. Chair = Department Chairs
- Academic Dean = Academic Deans in Academic Affairs
- VP = Vice President
- Provost = Provost in Academic Affairs

If an individual's circumstances does not fit into the grid above please contact the Director of Security Services or the Dean of Community Life.

Retaliation

The University strictly prohibits retaliation against any person reporting, assisting or participating in any manner in any community accountability investigation or proceeding. Retaliation is any action by any person that is perceived as: intimidating, hostile, harassing, retribution, or violent that occurred in connection to the making and follow-up of the report. This includes retaliation of any kind, whether it's by an employee, student, visitor or other third-party. Any person violating this policy may be subject to appropriate community accountability, up to and including termination if they are an employee, and suspension or dismissal if they are an undergraduate or graduate/DPS student.

Confidential Support

Undergraduate students dealing with the effects of harassment, discrimination, sexual harassment, bias-related incidents or hate crimes may receive confidential on-campus support by contacting the following department and individuals:

- Health & Counseling Center (Medical & counseling needs) – Woodward House, 503-554-2350 (8am – 5pm, M-F)
- Spiritual Life – Sheridan St. House, 503-554-2320 (8am – 5pm, M-F); Sarah Baldwin, University Pastor and Dean of Spiritual Life, 503-476-6393 (after hours & weekends)

Sexual Assault

Sexual assault is not tolerated in the George Fox community. These behaviors also violate local, state and federal law. Sexual assault can occur between any two people, regardless of age or gender. The

University highly encourages survivors to take advantage of the provided internal and external resources for reporting, support and help.

Definitions

Sexual assault is defined as any nonconsensual sexual touching or intercourse, whether it is unforced or forced. This includes any contact with intimate body parts of an individual. It is also penetration, however slight, of any intimate body part with a body part or an object.

Consent is explicit, informed, voluntary and mutually understandable communication to willingly participate in specific sexual activity without pressure, threats, coercion, force or intimidation. Either person must also be able to withdraw consent and cease any sexual activity at any time. A current relationship, having previous sexual encounters, or silence from the individual may not be taken as an indication of consent. Similarly, a passive response or sexual advances that are not resisted physically or verbally do not constitute consent.

Someone who is not of legal age, has a mental disorder, or is physically or mentally incapacitated may not give consent. The use of alcohol or drugs may render an individual incapable of giving consent due to impaired judgment and the inability to make decisions or communicate intentions. Consent may not be given by someone who is unconscious or unaware, or for any reason is unable to communicate her/his intentions.

Reporting and Resources for Sexual Assault

To foster the safety and security of the entire community, George Fox University strongly encourages immediate reporting of all alleged instances of sexual assault. There are several reporting options described below.

Through investigating and resolving reports of sexual assault the University is committed to respecting the rights of all parties involved. To this end, the University is prepared to provide help, support, and assistance to the alleged survivor and the alleged perpetrator [Note: Until a determination of a violation has been reached, the word alleged is used to describe both the survivor(s) and the perpetrator(s)]. University personnel exercise sensitivity and discernment while striving to protect the privacy of the students involved.

All complaints or allegations of sexual assault are investigated promptly by designated University personnel. Appropriate, corrective action may be implemented based upon the findings of the investigation. If any student or employee believes he or she has witnessed, or is a survivor of an alleged sexual assault, the person is encouraged to immediately report the incident to University officials as indicated below. Any person violating these policies may be subject to appropriate community accountability, up to and including termination if they are an employee, and suspension or dismissal if they are an undergraduate or graduate/DPS student.

The procedures for community accountability can be found at the following link:

<http://www.georgefox.edu/offices/student-life/student-handbook/accountability.html>.

Retaliation

The University strictly prohibits retaliation against any person reporting, assisting or participating in any manner in any community accountability investigation or proceeding. Retaliation is any action by any person that is perceived as: intimidating, hostile, harassing, retribution, or violent that occurred in connection to the making and follow-up of the report. This includes retaliation of any kind, whether it's by an employee, student, visitor or other third-party. Any person violating this policy may be subject to appropriate community

accountability, up to and including termination if they are an employee, and suspension or dismissal if they are an undergraduate or graduate/DPS student.

Conditional Immunity

George Fox is deeply committed to the health, safety, and well-being of its students. Students are strongly encouraged to call 911 or seek other medical attention when the health or safety of themselves or others is threatened or appears to be at risk. The University wants to eliminate barriers for students who may be hesitant to seek medical or emergency help or report the incident to university officials because they fear being held accountable for policy violations (e.g., drinking alcoholic beverages). To encourage reporting, George Fox pursues a policy of offering students who are accessing help for themselves or others, conditional immunity from being charged with policy violations related to the particular incident. While there may be no community accountability sanctions for these individuals, the University may provide elements of help, support, and education.

Reporting Methods

An important element for alleged survivors to consider is the difference between using confidential resources or filing a report with Student Life. Individuals wishing to only receive confidential help and support can use any of the confidential options listed below. Beyond receiving support and assistance, contacting student life or other non-confidential personnel means the alleged survivor is choosing to have the incident investigated and the alleged perpetrator confronted.

Emergency Reporting

Students who have been sexually assaulted or are in immediate danger should contact:

- Newberg-Dundee Police Department: 911
- GFU Security Services: 503-554-2090

Student Life Reporting

Students choosing to report a sexual assault to Student Life may contact any of the following Student Life personnel:

- Mark Pothoff, Dean of Community Life, Stevens 3rd floor, 503-554-2313 (8am – 5pm, M-F)
- David Johnstone, Associate Dean of Students/Director of Residence Life, Stevens 3rd floor, 503-554-2315 (8am – 5pm, M-F)

The following professional staff live on-campus and may be contacted at any time:

- Ben Kulpa, Associate Director of Residence Life/Area Coordinator – Houses, South, 503-554-3837
- Sarah Jobson, Area Coordinator – Hobson, Macy & Sutton Halls, 503-554-3840
 - Jonathan Morell, Area Coordinator – Pennington, Carey, Willcuts & Beebe Halls, 503-554-3541
 - Matt Dymant, Area Coordinator – Coffin & Edwards Halls, 503-554-3839
 - Julia Hurlow, Area Coordinator – Apartments, 503-554-3841
 - Assistant Area Coordinators & Resident Assistants – AACs & RAs can be an initial contact and they'll assist the student in connecting with the student life staff.

Confidential On-campus Resources

The following departments and individual employees provide confidential on-campus support and assistance for all alleged survivors and alleged perpetrators of sexual assault:

- Health & Counseling Center (Medical & counseling needs) – Woodward House, 503-554-2350 (8am – 5pm, M-F)
- Spiritual Life – Sheridan St. House, 503-554-2320 (8am – 5pm, M-F); Sarah Baldwin, University Pastor and Dean of Spiritual Life, 503-476-6393 (after hours & weekends)

Confidential Off-Campus Resources

- Yamhill County Crime Victim Services: 503-434-7510 (8am – 5pm, M-F), 503-434-4616 (Evenings & weekends) and online at <http://oregoncrimevictimsrights.org/>
- Henderson House: 503-472-1503 (24-hour)
- Sexual Assault Hotline: 877-227-5946 (toll free)

Police Reporting

Students are encouraged to file a police report and can speak to any of the Student Life contacts above for assistance, or directly contact the Newberg-Dundee Police Department at 503-538-8321. A specially trained detective will assist individuals in filing a report.

Medical Assistance

Following a sexual assault, the most important concern is for the health, safety, and care of the survivor. As difficult as it can be, we strongly encourage students to seek medical assistance at the Providence Newberg Hospital Emergency Room (or at the nearest hospital) immediately following a sexual assault. A medical examination is vital for the health and well-being of the sexual assault

survivor, and also will offer assistance to law enforcement if a report is made. A medical examination is an important element of obtaining evidence if a person desires to press charges.

While the first inclination of a survivor may be to take a shower, it's important to not wash, shower, bathe or douche; or to change, destroy or clean the clothes worn during the assault before having the exam. Forensic medical exams need to be conducted within 72 hours of an assault in order to obtain any evidence. It is important to bring a change of clothing if the person goes to the hospital. It may be necessary for the nurse or police to keep the clothes worn during the assault. If the person has already changed clothes, the articles of clothing that were worn can be brought in a paper bag.

Specially trained nurses generally conduct sexual assault medical examinations. Normally, there is no cost to the survivor and it is not documented through the person's health insurance. Survivors can request an advocate be present to assist during the exam. These exams can be performed without a report to law enforcement, and evidence can be collected and held for up to six months through an anonymous collection process. This gives the survivor time to consider whether to report the incident to law enforcement.

Community Policies – Section 2

Alcohol, Drugs & Tobacco

George Fox University is committed to maintaining a safe and healthy educational environment free from alcohol, drugs and tobacco. The use, possession, or distribution of alcoholic beverages and illicit drugs, including marijuana or controlled substances, or the abuse of legal substances, are prohibited on or away from campus. Marijuana prescribed for medical use, also known as medical marijuana, is prohibited regardless of any state's laws permitting marijuana to be used for medicinal purposes.

The university prohibits smoking and all forms of tobacco use everywhere on-campus; as well as off-campus by students.

Visitors to our campus are expected to comply with these standards.

Responding to Alcohol Incidents There may be situations where a student's actions, words, behavior, and/or other contributing factors (such as the smell of alcohol on their person or breath) are consistent with a person who has consumed alcohol, but he/she denies drinking when confronted. In these instances, if two or more student life personnel have sufficient reason to believe a student has consumed alcohol the student may be held accountable for violating the lifestyle standards unless they can demonstrate they have not consumed alcohol. This may be accomplished by the student requesting to take a voluntary breathalyzer test, or being presented with the option of taking the test by student life personnel, in order to prove their assertion. If she/he chooses to not take the test, the student may be held accountable for drinking alcohol based on the original evidence that prompted the confrontation.

A breathalyzer test may only be administered when the student has requested to do so or has agreed to take it when presented with the option by student life personnel. A trained GFU Security Officer administers the test in a private setting with another student life member present.

In instances where there is sufficient evidence that a student consumed alcohol, or when a breathalyzer tests affirms a student was drinking, student life personnel ensures the student is accompanied by appropriate personnel to a safe place.

Rationale for Breathalyzer Test

The reasons for implementing the option of using a breathalyzer in response to undergraduate student alcohol incidents are outlined below.

- Provides an option for students who assert he/she has not consumed alcohol, but his/her behavior and actions exhibit signs to the contrary.

- Provides staff with an option to present to students if she/he denies consuming alcohol, but his/her actions and behavior exhibit signs of consumption.

FAQ

Was the breathalyzer implemented because drinking has increased at George Fox?

No, we have not seen an increase in the use of alcohol at GFU.

Will students be forced to take the test?

No. The breathalyzer test is voluntary and students will not be forced to take it.

When and where will the test be used?

It may be used at any time on-campus or at specific off-campus university sponsored events (i.e., dances). A trained GFU Security Officer administers the test in a private setting with another student life staff member present.

Does Student Life anticipate the breathalyzer being used frequently in incidents involving alcohol?

No. The breathalyzer may only be offered as an option when a student's actions and behavior exhibit signs of alcohol use, but he/she is denying that claim. Using the recent past as an indicator, it's likely the option may be presented in a few situations each year. Even when the voluntary test is presented, the student has the choice of whether or not to proceed.

Will Student Life offer this option to students in all alcohol incidents?

No. Please see the policy for the criteria of when the breathalyzer test may be used.

Questions? Please contact: the dean of community life or associate dean of students.

Computer and Technology

Internet access and use is considered a privilege. While computers have become a great asset to the educational environment, one must be aware of the pitfalls of technology. Students are charged with the responsibility to use them with discretion and wisdom.

The university believes it is unacceptable to misuse computers or other mediums of communication (mail service or phone systems) for the purpose of harassment; use, possession, or distribution of pornography; plagiarism; any other violations of the community standards; or any violations of state or federal law. The university does not guarantee privacy on the university network or e-mail, and reserves the right to monitor and search any network traffic or files.

For other specific policies regarding computer use, please see the university's "Network Usage and Access Policy":

www.georgefox.edu/offices/inst_technology/it_information/policies/policies_network_usage.html

More information can also be found at the Institutional Technology (IT) web page at it.georgefox.edu.

Video and computer games should be played while considering the balance of all other aspects required of you. Students are encouraged to guard their time carefully and balance recreation with academic work and social development.

Dances

The Associated Student Community sponsors several dances during the year according to the guidelines approved by the university administration and board of trustees. Along with these events, the university also endorses these other expressions of dance in the co-curricular and academic programs such as: choreography in drama,

musical productions, cultural activities, events sponsored by the office of student life, aerobics classes, and rally routines.

Other than the above-mentioned instances, organized dancing is not permitted on campus nor is it to be sponsored at off-campus facilities. The university highly discourages students from visiting dance clubs or similar venues. Any questions regarding what is appropriate may be directed to the dean of community life or associate dean of students.

Gambling

Gambling is viewed as an unwise use of God-given resources and as a practice marked by greed. Therefore, gambling is not acceptable in any form.

Missing Student Notification

Because the safety and well being of students is paramount, necessary steps will be taken when a student is believed to be missing. A student may be considered missing if he/she is:

- Unreachable in person, by telephone (talking or text messaging), email, or other forms of electronic communication for 24 hours or more; or
- Overdue in reaching a specified destination more than 24 hours past their expected arrival; or
- If additional factors lead University staff to believe he or she is missing.

- In these circumstances, an immediate investigation will be conducted and an intentional effort will be made to locate the student in question.
- If you believe a student is missing, please contact the Student Life Office or Security Services immediately. If the student lives on-campus, an Area Coordinator or the Associate Dean of Students/Director of Residence Life may also be contacted. The Dean of Community Life or Director of Security Services may also be contacted if the missing student is a commuter.

If it is determined that the student is missing, University officials will immediately notify the following:

The designated emergency contact in MyGFU or, for students living on-campus, the emergency contact information collected by his/her RA may also be used (if available).

The student's parent or legal guardian if that individual is not the designated emergency contact, and the student is under 18 years of age and not an emancipated individual.

The Newberg Police Department. They will be given appropriate information gathered by University officials, even if the student has not registered an emergency contact person.

Only authorized campus officials and law enforcement officers may have access to this information in a missing person investigation.

When a missing student is located, student life personnel may determine the student's state of health and intention of returning to campus. When appropriate, a referral may be made to the University Health & Counseling Center.

Students are strongly encouraged to periodically review and update their emergency contact information in MyGFU.

Modest Dress

When attending classes or university activities, relaxing, or exercising on university grounds, students are asked to respect their fellow community members by choosing appropriate and discreet attire.

Movies and Music – Discernment Policy

In the context of media and entertainment (including music, drama, television, literature, and movies), discernment is the ability to make wise and reasoned choices from a Christian worldview regarding the truth and merit of everything seen and heard.

Abiding by the scriptural admonition in 1 Corinthians 10:31, we believe we are called to glorify God in whatever we do. Our choices in regard to entertainment are not exempt from this calling. Because of the dominance of entertainment and media in today's culture, we encourage our community to exercise biblical discernment, grounded in the values and ideas of scripture, when it comes to entertainment.

The following list provides guidelines as we make choices in all forms of entertainment. They are obviously largely subjective, but important and require individual and community accountability.

- Language - excessive swearing, profanity, coarse joking, or blasphemy should be avoided (Ephesians 4:15, 20, 29).
- Occult activity - forms of entertainment with themes that dwell on horror, death, evil spirits, or witchcraft should be avoided (Galatians 5:20).
- Sexuality - entertainment choices that include graphic sexual content or nudity should be avoided (Galatians 5:16-26).
- Violence - forms of entertainment with themes that include graphic violence or glorify violence as laughable or acceptable should be avoided (Luke 6:27-31).

- Stewardship of time - We should avoid wasting time, and choose entertainment options that are worthwhile investment of our time and energy (Colossians 4:5).

Explanations about various forms of entertainment:

Movies

(theater and home movie format)

Because film is one of the principle forms of art and entertainment in American culture, the university encourages students to think seriously about the artistic merits as well as the moral and philosophical implications of the films viewed. Students are admonished to select films of aesthetic and ethical interest that offer an important perspective on contemporary culture. It is expected that individuals will diligently use Christian principles in selecting films. The university reserves the right to prohibit movies that are not rated if their content is contrary to the university's mission and policies.

All community members are expected to abstain from all NC-17 and X-rated movies (on and off campus).

Public viewing: It should be noted that it is illegal to show films in public venues unless rights and appropriate fees are paid. Watching movies within student living areas is permissible as long as they are not viewed in public places. Because of copyright laws, movies may be viewed only in a student's room or in the living rooms of apartments and houses.

On-campus viewing: Special consideration and sensitivity should be used when choosing films to be viewed on campus. Those people who live within the same apartment, house or room may be more sensitive and have a different view of issues held within the discernment policy - violence, language, etc.

Music

Recognizing that personal preferences in music vary widely among Christians, the university values freedom of musical taste and expression. All students are encouraged to exercise spiritual discernment in this important area. Further, students should be courteous to others when listening and should also be open to discussing choices in music.

Pornography

Pornographic materials in any form (including the internet) are not to be viewed, used, possessed, or distributed on or away from campus. This includes any item (which may include sexually provocative or explicit material) whose content is exploitive or of concern to either gender.

Pregnancy

Scripture urges believers to seek wise and godly counsel when faced with significant or difficult life choices.

Therefore, should a George Fox student become pregnant while unmarried, she is encouraged to communicate with the dean of community life, the associate dean of students or with the Health and Counseling Center. These offices are prepared to assist both the mother and the father as they consider the results of their actions, deal with the consequences, and experience the forgiveness that comes through repentance.

The university is committed to responding in a redemptive manner, seeking to balance compassion with accountability. Students can expect to be treated with Christian love as they deal with their new circumstances. Every effort will be made to ensure confidentiality,

but the life and health of the mother and child and the spiritual well-being of the parents are our primary concerns. While some students in these circumstances may choose to leave the university temporarily, it is our hope that any student who chooses to continue in classes during pregnancy will find George Fox to be a supportive and redemptive community during this crucial time.

Sexual Purity

George Fox University maintains biblical standards that promote sexual wholeness. Recognizing there are many social and emotional forces that challenge this standard, we believe the power of God and the wisdom of the Holy Spirit combine to provide the means to live victoriously with respect to sexual purity. Examples of unacceptable behavior include the following:

- Commission of or attempt to commit a sexual act that, if proven in court, would be a criminal act
- Any student involved with the use, distribution, or participation of pornography in any form
- An unmarried student involved in a sexually active relationship
- A married student involved in a sexually active adulterous relationship
- An unmarried or married student who chooses abortion for other than medical reasons
- An unmarried male or female student involved in a pregnancy
- Cohabitation with a member of the opposite sex. At a minimum this includes spending the night together and/or living together.

Situations are evaluated individually by the dean of community life or his or her staff. Accountability and consequences are administered appropriately with the growth and development of each student in mind.

Student Organizations and Clubs

For most students the University experience is greatly enhanced through participation in co-curricular activities. George Fox University views this participation as essential to healthy growth and development and to the attainment of a well-rounded education. There are numerous opportunities for students to be involved and the University encourages engagement and participation through those venues. The Associated Student Community (ASC) is one important avenue for such involvement and recognizes several student clubs and organizations each year.

As a Christ-centered community, the existence and activities of all clubs and organizations are ultimately authorized by the Student Life Office and must be consistent with the values, lifestyle expectations, Christ-centered commitments and community policies found in the Student Handbook studenthandbook.georgefox.edu. These expectations and policies govern the personal conduct of all undergraduate students and student organizations at GFU. Clubs must also meet standards of safety as defined by the University.

Community Policies – Section 3

Automobiles and Parking

All vehicles brought to campus, whether owned by employees, students, or the university, must be registered with Security Services.

For information about registering your vehicle, the Campus Traffic and Parking Regulations, or appealing a parking ticket, please visit www.georgefox.edu/offices/security/parking/index.html or their web page at security.georgefox.edu.

Babysitting and Child Care

Because of safety concerns and insurance limitations, facilitating on-campus childcare is not permitted.

General Safety & Facilities

Within our campus community, there are numerous issues regarding safety within academic, residential and auxiliary buildings. Students are expected to comply with all day-to-day policies and procedures. This includes, but is not limited to the following: appropriate entry, access and use of university facilities; as well as wearing appropriate attire, including shoes in buildings. The University also prohibits activities such as: climbing interior or exterior walls of buildings or campus structures; climbing through windows; or being on any building roof or ledge.

Fire Safety

In regard to fire safety, it is expected that community members will work to promote a healthy and safe campus environment, specifically avoiding behaviors that may put another community member at risk. Any interference with the normal operation of a fire alarm system and/or inappropriate and unauthorized use of firefighting equipment is prohibited and considered by the university to be serious and unacceptable behavior.

Furthermore, students are not permitted to discharge any type of fireworks or explosives in and around buildings, tamper with a building's electrical system, burn incense or have open flames (including candles) in or near campus buildings (with the exception of

residence hall fireplaces), refuse to participate in or obstruct any fire drills, use open-coil appliances, or place any motorized vehicle in a building or on a porch.

All these behaviors violate the fire safety code and may be subject to fines, compensation for damages, and/or other appropriate responses.

Non-Motorized Transportation

Non-motorized modes of transportation (including bicycles, roller blades, and scooters) are allowed on campus, but are prohibited from being ridden in any campus building.

Skateboarding, including longboarding, is prohibited in the Quad area of campus that is bordered by Carlton Way, Sheridan Street, Meridian Street, and North Street. Skateboarding is permitted as a mode of transportation in other areas of campus providing the wheels stay in contact with the ground at all times while riding. Students are encouraged to utilize the skate park located in Newberg.

All non-motorized modes of transportation must be operated in a respectful and safe manner on campus property, and should yield to pedestrians.

Protests

George Fox University recognizes the right of students and other members of the university community to express their views or peacefully protest against actions and opinions with which they disagree. The university also stresses a concurrent obligation to maintain an on-campus atmosphere conducive to academic work, to preserve the dignity and seriousness of the university ceremonies and public exercises, and to respect the rights of all individuals.

Security and Crime Statistics

In compliance with the Clery Act, crime statistics and security policies are available on the Security Services office look online at security.georgefox.edu.

Theft

Theft or damage to property of another, including members of the university community or on university premises is not permissible. Cases of theft should be reported to the police and Security Services.

Students can help prevent theft by the following Property Theft Prevention guidelines on the Security Service site at: www.georgefox.edu/offices/security/personalsafety.html#property.

Weapons and Firearms

The safety and security of all members of our community is of utmost importance. The university prohibits the possession or use of firearms (including air rifles, air soft pistols, and paint guns), ammunition, or other types of weapons or explosives in or upon university-owned or university-supervised property.

Any weapons, firearms or items that fire a hard projectile or paint ball, may be confiscated by university personnel. Large knives or swords are prohibited on-campus, including all residential buildings. Small pocket knives (less than 4" blade) are permitted on-campus.

Frequently Asked Questions

Q: If I want to get involved with a club on campus, whom should I talk with about it?

A: You can talk with the advisor of the club, or one of the student representatives. You can find out who these individuals

are by contacting the ASC Central Committee, ext. 3001, or stop by their offices in the Student Union Building.

Q: If I want to become involved in student leadership, what opportunities are there on campus?

A: There are numerous opportunities for students to become involved in leadership on campus, ranging from ASC (Associated Student Community) to involvement in the ADVANCE Leadership Development Program. (See Student Leadership for more specific information).

Q: If I live off campus, am I still under the jurisdiction of the University Lifestyle Standards?

A: Yes. All undergraduate students are held to the same lifestyle standards, regardless of housing status or location. When students apply for admission to George Fox, they sign a statement regarding lifestyle standards. Students are to hold each other accountable to these expectations. The university becomes involved in the accountability process as necessary and as outlined in the student handbook.

Q: If I am visiting my family over a break or holiday, do I still have to abide by the University Lifestyle Agreement?

A: The university understands that some families may have differing expectations in regard to some aspects of the lifestyle agreement. In this instance (while the student is at home), the student may act under the direction of his/her parent(s) or legal guardian(s).

Q: Can I visit my friends of the opposite sex in other living areas?

A: In University housing, visitation hours are set and outlined

clearly for students. It is expected that students will respect and adhere to the set hours.

Q: Can I watch R-rated movies in my living area?

A: The university discourages the use of the industry rating code as a guide in determining which films are acceptable. Students are admonished to select films of aesthetic and ethical interest that offer an important perspective on contemporary culture. It is expected that individuals will diligently use Christian principles in selecting films.

Q: If I am at a party with other students where alcohol is being served, what should I do?

A: If you are in the presence of other George Fox students who are consuming alcohol, you may be held accountable as an active participant in violating the lifestyle standards. In an instance such as this one, the university believes you should remove yourself from the situation. Students are reminded that peer accountability is strongly encouraged.

Q: When do I sign up for housing?


A: Returning students sign up for housing in the spring semester (for the following academic year). Information regarding housing selection, outlining the process and policies, is posted on the university website in the early part of spring semester.

Q: How do I get permission to live off campus?

A: Only those students meeting the criteria (mainly commuters and seniors) will be permitted to live off-campus, as long as they apply within the stated time frames. George Fox is a residential university, and the residential experience is highly

valued (see Off-Campus Housing Policy for additional information).

Q: Who should I talk to if I have questions about food service/meal plans?

A: You may speak with either someone from Bon Appétit (the general manager or one of his/her designees), or with the Student Life Office. Students are expected to know the deadlines for meal plan selection. This information can be found on the Meal Plan Options page. Every effort is made to accommodate student schedules and dietary needs. Students with dietary restrictions should review the meal plan accommodation process .

Q: Who should I talk to if I notice a possible error on my bill?

A: Talk with your assigned student accounts specialist. Student Financial Services is located on the first floor of the Edward F. Stevens Center. Find more information about finances at the Student Financial Services website.

Q: As a traditional undergraduate student, am I required to attend chapel services?

A: All undergraduate students are required to meet a Spiritual Formation requirement. Generally, this means earning 21 Spiritual Formation credits in each semester. These credits can be earned through participation in small-group Bible studies, serve trips, and chapel attendance. For a full description of the Spiritual Formation Program and requirements check out the Office of Spiritual Life website.

Q: As a student, what is my responsibility in communication and obtaining vital information?

A: The university strives to communicate effectively through a variety of media. Students are expected to frequently check their campus mailboxes, their personal university e-mail accounts, and the Student News and Information e-mail folder. These contain important information/deadlines that students are responsible to know.

Students should subscribe to E-announcements.


blogs.georgefox.edu/enounce/

Resources


Student Emergency Fund

The purpose of the Student Emergency Fund is to provide compassionate assistance to students in emergency situations. It is intended to assist students during times of crisis by providing financial support where a clear need exists.

Because these funds are made available through the generosity of the family and friends of undergraduate students, they are intended to provide financial assistance for current George Fox University students only.


If you are planning to make a request for a student please read the Student Emergency Fund Guidelines .


<http://www.georgefox.edu/offices/student-life/documents/SEFGuidelines.pdf>


To submit a request please use the Student Emergency Fund Request Form .

www.georgefox.edu/offices/student-life/documents/SEFRequest.pdf

If you have any questions about assisting students, please contact one of the people listed below:

Mark Pothoff – Dean of Community Life
mpothoff@georgefox.edu  (503-554-2313)

Brad Lau – Vice President for Student Life
blau@georgefox.edu  (503-554-2312)

Jere Witherspoon – Executive Assistant
jwithers@georgefox.edu  (503-554-2316)

Resources for Current Undergraduate Students

www.georgefox.edu/resources_for/current/students.html

The GFU Student Handbook can be found online at:
studenthandbook.georgefox.edu

Please contact the Student Life Office if you have any questions:

503-554-2310 | studentlife@georgefox.edu

The Student Life Office is located on the third floor of the Stevens Center.

Offices located there include:

- Office of the Vice President
- Residence Life
- Dean of Students
- Housing
- Transitions (Orientation) and Inclusion (Diversity)
- Student Leadership
- Disability Services

**Student Life Department
Stevens Center
George Fox University
2012-13**