

Code of Student Rights and Responsibilities	
<b>Approval Authority:</b>	Executive Committee
<b>Responsible Executive:</b>	Provost and Vice-President Academic
<b>Responsible Office:</b>	Assistant Vice-President, Students
<b>Revisions in Current Version:</b>	<p>2025</p> <p><b>Content:</b> addition of 3.2. and 3.3.</p> <p><b>Editorial:</b> Student Success Coordinator renamed to Student Support Navigator, Student Discipline Committee renamed to Non-Academic Student Conduct Appeals Committee, addition of related policies/documents in the “Related documents” Section</p> <p><b>Format:</b> reorganization of content for easier reference</p>

### Policy Statement

Nipissing University is dedicated to cultivating a campus community where students thrive academically, socially, and personally. Our Code of Student Rights and Responsibilities (hereafter referred to as the Code) emphasizes restorative and holistic approaches to address student behaviour, emphasizing accountability, growth, and community well-being. This Code serves as a guide for students to uphold the values of integrity, respect, and responsibility in all aspects of their university experience.

### Reason for Policy

**Restorative Practices:** We believe in addressing harm and conflict through restorative practices that prioritize healing, reconciliation, and repairing harm to the community, where possible.

**Holistic Development:** We recognize that student conduct is shaped by various factors, and we are committed to supporting the holistic development of students by addressing underlying issues and promoting personal growth.

**Equity and Inclusion:** We are dedicated to fostering a campus environment that values diversity, equity, and inclusion, and we strive to address Code matters with fairness, sensitivity, and cultural competence.

### Policy Applies to

Actively enrolled students at Nipissing University.

### Who Should Read this Policy

All members of the university community.

### Contacts

Questions about the Code of Students Rights and Responsibilities can be directed to the Assistant Vice-President, Students at [avpstudents@nipissingu.ca](mailto:avpstudents@nipissingu.ca).

## **The Policy**

### **1. Scope of the Code**

This Student Code of Rights and Responsibilities is intended to be applied to any actively enrolled student at Nipissing University whose behaviour may be in violation of the principles outlined within, provided that the problematic behaviour:

- 1.1. is not assigned to another jurisdiction, as in the case of the Policy on Academic Integrity, or the Respectful Workplace and Learning Environment Policy;
- 1.2. occurs on the premises of Nipissing University or elsewhere in the course of activities associated with the University;
- 1.3. cannot or should not (due to severity or conflict of interest) be handled in a specific department where the behaviour has occurred.

### **2. Principles Covered in the Code**

#### **2.1. Student Rights**

At Nipissing University, students are free to think, speak, write, create, study, learn, pursue social, cultural and other interests, and freely associate together for all these purposes, subject to the requirement that they respect the rights of members of the University and general community to pursue these same freedoms and privileges. In order to secure these rights, the University will use its best efforts to ensure the following:

- 2.1.1. that those who wish to teach and those who wish to learn can do so under proper conditions;
- 2.1.2. that freedom of thought, expression and inquiry are protected;
- 2.1.3. that the freedoms to pursue knowledge, engage in academic discourse, and respectfully disagree with others are protected;
- 2.1.4. that academic and general facilities are available to those who wish to use them for their normal purposes;
- 2.1.5. that freedom of movement and freedom from harassment are protected;
- 2.1.6. that all property, including records, documents, and the like are protected.

#### **2.2. Respectful Behaviour**

- 2.2.1. Students shall treat all members of the University community and guests of the institution with respect and dignity, regardless of differences in background, identity, or perspective.
- 2.2.2. Students shall treat all University property, as well as the property of its members and guests, with respect; refraining from theft, damage, defacement, destruction or otherwise altering these properties.
- 2.2.3. Students shall treat all University facilities with respect; refraining from damage, defacement, unauthorized entry, trespass, or otherwise violating these facilities.
- 2.2.4. Discrimination, harassment, intimidation, and bullying are unacceptable.

#### **2.3. Personal Conduct**

- 2.3.1. Students shall conduct themselves in a manner that reflects positively on themselves and the University.
- 2.3.2. Students shall prioritize the safety and well-being of themselves and others.
- 2.3.3. Students shall comply with all university policies, regulations, rules, and applicable Federal, Provincial and Municipal laws, both on and off campus.
- 2.3.4. Students shall refrain from conducting themselves in ways that are known, or ought reasonably to have been known, to be unwelcome or unacceptable.

### 3. Reporting Violations

- 3.1. Any member of the University community who becomes aware of a violation of the Student Code of Rights and Responsibilities is encouraged to report the incident to the office of the Assistant Vice-President, Students. Reporting can be done in the following ways:
  - Submission of the [Conduct Complaint Form](#)
  - Direct email to [avpstudents@nipissingu.ca](mailto:avpstudents@nipissingu.ca)
- 3.2. All reports will be investigated.
- 3.3. Anonymous reports may pose some difficulties with respect to the University's ability to respond to and address allegations, but all efforts will be made to investigate. Anonymous reporters must recognize that although their name cannot be shared, it is possible that in addressing the concern in the complaint, the respondent may reasonably be able to identify who has made the report.
- 3.4. Those who wish to report a violation can do so without fear of reprisal.

### 4. Investigation and Decision-Making Process

- 4.1. Reports of alleged violations of the Code will be investigated in a fair, thorough, and impartial manner. Students suspected of violations will have the opportunity to respond to the allegations and participate in the Code process.
- 4.2. Investigation of complaints will follow the procedures outlined in Appendix 2 of this document.
- 4.3. After processing of any complaints, a record of outcomes will be kept in the Office of the Assistant Vice-President, Students, and shared with relevant officers only on a 'need to know' basis.
- 4.4. Possible approaches and interventions include:
  - 4.4.1. Restorative Practices
    - When student Code violations occur, and both parties participate collaboratively and willingly in the process, the University will prioritize restorative balance practices aimed at repairing harm, fostering understanding, and promoting accountability.
    - Restorative measures may include facilitated dialogues, mediation, community service, educational interventions, restitutions, and other restorative processes and outcomes designed to address the impact of behaviour and promote reconciliation.
  - 4.4.2. Educational Interventions
    - In addition to addressing misconduct, the University is committed to providing educational interventions that support student learning and personal development.
    - Respondents found responsible for Code violations may be required to participate in educational programs, workshops, counseling sessions, behavioural contracts, or other initiatives aimed at addressing underlying issues and promoting behavioural change.
  - 4.4.3. Sanctions
    - While the focus of the Code is restorative and directed to the growth and support of our community, we recognize that in some instances sanctions may be necessary to assist a student in adhering to their Code outcomes or to respond to the severity of an incident. When necessary, these sanctions can include (but are not limited to) warnings, probation, writs of trespass, orders for restitution, suspension, or expulsion from residence, a course, program, faculty, or the institution.

- Notwithstanding the above sanctions, the University may also in appropriate cases seek legal redress.

## **5. Expectations of the Code Process**

- 5.1. Parties shall participate in the Code process in good faith with an open mind and growth mindset.
- 5.2. It is expected that Nipissing University community members who submit complaints will engage in the process with restorative goals in mind whenever possible, including an openness to dialogue unless the nature of the situation makes this an unsafe option.
- 5.3. If a Respondent does not meet with the Investigator, then the Investigator can dispose of the complaint based on the information currently available to them without meeting the Respondent student. In instances where a decision is made in absentia, that decision is final.
- 5.4. Where a decision is made in absentia by the Student Success Navigator, that decision cannot require financial investment by the Respondent and must be Restorative or Educational. If this is not possible, then the complaint will be escalated to the Assistant Vice-President, Students.
- 5.5. Failure to adhere to Code outcomes could result in progressive discipline.

## **6. Supportive Resources**

- 6.1. The University offers a range of supportive resources and services to assist students in addressing personal challenges, including mental health counselling, academic advising, and peer support programs among others.
- 6.2. Students involved in Code matters will have access to support resources to help navigate the Code process, understand their rights and responsibilities, and access appropriate support services.

## **7. Appeals Process**

- 7.1. Respondents who have participated in the Code process and are found to be responsible for violations of the Code of Student Rights and Responsibilities have the right to appeal sanctions.
- 7.2. Students who have reached a mutually agreed upon solution through the Student Success Navigator may not appeal those agreements.
- 7.3. Appeals must be submitted in writing to the Non-Academic Student Conduct Appeals Committee (NASCAC) at [nascac@nipissingu.ca](mailto:nascac@nipissingu.ca) within 15 business days of the original conduct decision.
- 7.4. Appeals can be filed on the following grounds:
  - 7.4.1. New Information: Significant new information has emerged that was not reasonably available at the time of the original decision, and that could have substantially affected the outcome.
  - 7.4.2. Procedural Violation: A material violation of university policy or procedure occurred during the original investigation or decision-making process, and such a violation could have meaningfully impacted the outcome.
  - 7.4.3. Disproportionate Outcome: The outcome imposed is manifestly disproportionate to the nature and circumstances of the violation, such that it exceeds what a reasonable decision-maker might impose under similar conditions.
- 7.5. All decisions of the NASCAC are final and may not be appealed further.

## Related Documents

**Anti-Racism/Anti-Hate Guidelines** [Anti-Racism/Anti-Hate Guidelines | Nipissing University](#)  
**Lakers Athlete Discipline Policy** [Nipissing University DisPol Updated 2023 \(PDF\) - Nipissing University Athletics](#)

**Nipissing University Residence Community Living Standards**

[Residence Resources | Nipissing University](#)

**Non-Academic Student Conduct Appeals Committee Terms of Reference**

**Respectful Workplace and Learning Environment Policy**

<https://www.nipissingu.ca/sites/default/files/2023-03/Respectful-Workplace-and-Learning-Environment-Policy.pdf>

**Sexual Violence and Sexual Misconduct Prevention, Support, and Response Policy for Students**

[NU Sexual Violence and Sexual Misconduct Prevention Support and Response Policy for Students 2023.pdf](#)

## **Appendices**

### **Appendix 1: Definitions**

1. Complainant: The Nipissing University community member who submits a complaint under the Student Code of Rights and Responsibilities.
2. Disruptive behaviour: Behaviour that persistently or grossly interferes with academic and administrative activities or damages the reputation of the University.
3. In Absentia: A decision made in the absence of the person involved.
4. Investigator: The University representative who will investigate reports of Code violations.
5. Respondent: Under the Student Code of Rights and Responsibilities a Respondent can only be a currently enrolled Nipissing University student. A Respondent is the student who has been accused of violating the Code.

### **Appendix 2: Investigation and Decision-Making Process**

1. The Student Support Navigator is responsible for guiding students through the entire Code process.
2. Initial Code complaints will be received and investigated by the Student Support Navigator or an appropriate designate from the Office of the Assistant Vice-President, Students.
3. In cases where concerns cannot be disposed of informally, investigations will be escalated to the Assistant Vice-President, Students. The Student Support Navigator will remain involved in a support capacity to assist in navigating the process and connecting students to support services as needed.
4. The Student Support Navigator or designate will seek to contact the Complainant within 5 business days of complaint submission to discuss options, applicability of the Code, and supports.
5. Respondents who are suspected of a violation will be notified in writing by the Student Support Navigator or designate. The Respondent will have 15 business days upon notification of the complaint, to meet with the Student Support Navigator to discuss the concern.
6. If either party chooses not to meet with the Student Support Navigator, then the complaint can be disposed of based on the information currently available. In instances where a decision is made in absentia, that decision is final.
7. Where a decision is made in absentia by the Student Support Navigator, that decision cannot require financial investment by the Respondent and must be Restorative or Educational. If this is not possible, then the complaint will be escalated to the Assistant Vice-President, Students.
8. Where sanctions may be required, students will be informed in writing of the complaint and possible sanctions by the Assistant Vice-President, Students. The Respondent will have 15 business days to meet with Assistant Vice-President, Students after being notified.
9. The Assistant Vice-President, Students will render a final decision within 30 business days of collecting all the relevant information.

### **Appendix 3: Disclaimers**

1. Nipissing University does not stand "in loco parentis" to its student members, that is, it has no general responsibility for the moral and social behaviour of its students. The University requires that students conduct themselves in accordance with the laws of the country, province, city, and the policies of the University.
2. The University reserves the right to terminate, at any time, its relationship with any student whose behaviour is deemed to be detrimental to the purposes and goals of the University.

All students should be familiar with the regulations printed in the University Calendar as well as specific policies published from time to time.

3. By registering with the University, a student agrees to be bound by all its academic and non-academic rules and regulations.
4. The University may appoint an appropriate designate to act on the behalf of the Assistant Vice-President, Students in conduct matters when necessary.

#### **Appendix 4: Transcript Notations**

1. The symbol WDR (withdraw) will be entered in the grade column in the student's academic Transcript and Grade Report for the courses in which the student must withdraw (for non-academic offences found in this Code).
2. The notation "suspended" or "expelled" from the "Faculty or University" for "non-academic offences" will be entered on the student's academic Transcript and Grade Report upon receipt of such notice from the Assistant Vice-President, Students and Provost and Vice-President Academic.
  - 2.1. A student's record will be cleared of the notation "suspended" or "expelled" from the "Faculty or University" upon re-admission to, and successful completion of, a degree program. The failing/unsatisfactory grades and the symbols WDR will remain as such.
  - 2.2. A student may appeal that the notation "expelled" be expunged from the transcript through a direct appeal to the Vice-President, Academic and Provost of the University after a minimum of five years from the date of expulsion.
3. The notation "non-academic misconduct" can be entered on the student's academic Transcript and Grade Report upon the receipt of such notice from the Assistant Vice-President, Students.
  - 3.1. A student may appeal the notation be expunged from the transcript through a direct appeal to the Vice-President, Academic and Provost of the University after a minimum of five years from the date that it is applied.