

# RECOGNIZING AND DEALING WITH STUDENT CONDUCT ISSUES

## Disruptive Conduct

Students may NOT engage in the following:

- Intentional obstruction, distracting behavior, or disruption of teaching, research, administration, computer resources, disciplinary proceedings, or other University activities, including public service functions and other authorized activities on University premises.
- Physical abuse, threats, intimidation, harassment, coercion, and/or other conduct that threatens or endangers the health or safety of any person.
- Conduct which is lewd, disorderly, or indecent, breach of peace, aiding, abetting, or procuring another person to break the peace on University premises or at functions sponsored by, or participated in, by the University.

### Office of Judicial Affairs and Special Projects

Phone:  
732-263-5218

Location:  
Office of Student Life, Second Floor of RSSC

## How to respond to a disruptive student:

If a student is causing a disruption but does not pose a threat:

- Ensure your safety in the environment. Use a calm, non-confrontational approach.
- Set limits by explaining how their behavior is inappropriate.
- If the disruptive behavior persists, inform the student that disciplinary action may occur.

**If the behavior escalates and you believe there is a safety risk, or that the student is a threat to self or others, call the Monmouth University Police Department immediately.**

You may always ask the disruptive student to leave the classroom at the time of the disruption; however, be aware that he/she is permitted to return the next class period unless removed permanently pursuant to applicable procedures.

## Sexual Assault/Sexual Misconduct

As a faculty or staff member, your interactions with students may place you in a unique position. You may be the first to see the warning signs of a student who has experienced a form of sexual misconduct and may even be one of the first people a student chooses to share this information with. Therefore, it is important you are prepared and know how to handle the situation. We understand that some faculty and staff members may not feel comfortable handling these issues and we do not expect you to take on the role of a counselor or therapist. By following these simple guidelines you can confidently and effectively respond to students who may come to you concerning sexual misconduct.

### What you can do:

- If a student reaches out to you concerning some aspect of sexual misconduct make sure the student has access to any and all necessary medical treatment and support services, including MUPD and CPS.
- Inform the student that under Title IX, you, the faculty or staff member, are a Responsible Employee at MU and therefore are required to report this incident to the Title IX Coordinator.
- Make the student aware that even though you must report this incident you can do so without giving any personally identifiable information. You can provide privacy, not confidentiality.
- Understand that this is not a problem for you to solve. Simply listen and direct the student toward support services.
- Listening is the single most important thing you can do. Listen in a non-judgmental manner, do not ask too many questions, and do not make judgmental comments.
- It is not up to you to determine the facts of the case, but instead provide support.
- Refer the student to resources. Even if you are not an expert, you can play a critical role in assisting the student to connect with experts who can provide advocacy and support throughout this process.
- Refer the student to the resources on campus best suited to confidentially and comprehensively address their needs and questions. Examples of these confidential resources are Counseling and Psychological Services and Health Services.
- Assure the student who confides in you that they have options and the right and the power to decide how the situation is handled.
- Provide the student with written information that they may refer back to at a later time. There is a Sexual Misconduct Brochure included in this folder that contains all the information a student may need in this situation.

**Remember:  
Give Options, Not Advice**

## Community Statement On Civility

The Monmouth University community is an environment where teaching and learning activities are paramount, both inside and outside of the classroom. In order to foster this environment, respectful conduct and discourse must be the basis for all of our actions.

Members of the University community are expected to act in a responsible, respectful, and professional manner at all times, affirming their commitment to a collegial community. Faculty and students should enter into a dialogue at the start of each semester to develop classroom behavior parameters suitable for their individual learning environment.

Members of the faculty are ultimately responsible for what occurs inside the classroom environment. If, after suitable dialogue, a consensus on behavioral parameters cannot be reached, the faculty member's decision on these is final. Outside of the classroom environment, all

students are expected to abide by the parameters outlined in the Student Code of Conduct. Other members of the community are expected to follow appropriate behavior guidelines as well. Appeals will be handled through appropriate University channels.

### Monmouth University Campus Intervention Team

The Monmouth University Campus Intervention Team (CIT) is an interdisciplinary group of administrators and faculty who support students considered to be "at risk" based on repeated patterns of observed concerning behaviors. In our efforts to promote wellness and resiliency in our students, we have found that early identification and referral of students of concern can facilitate timely preventative intervention. Should you have any questions regarding the CIT, please contact Counseling and Psychological Services at x7517 or you may email cit@monmouth.edu.