



WINSTON-SALEM
STATE UNIVERSITY

Sanctions for COVID-19 Infractions Guidelines

In an effort to educate students on safe behaviors to stop the spread of COVID-19 in the Winston-Salem State University community, the university requires the use of a mask and the practice of social distancing when entering any WSSU building and while in all academic settings (including but not limited to classrooms, laboratories, lecture halls) per UNC System guidance. The use of a mask will also be highly encouraged by all faculty, staff, students, contractors, vendors, suppliers, and visitors while residing in non-academic spaces (including but not limited to hallways, elevators, public spaces, and common areas). Face coverings are highly encouraged to be worn in public shared office spaces and outdoor spaces where physical distancing is difficult to maintain. Wearing a face covering is not required when alone in a personal office or in individual residence hall rooms. Failure to comply with the regulations surrounding COVID-19 guidelines will result in the sanctions from the Office of Community Standards & Civility. The sanctions are the following:

1st violation of responsibility- Educational Conversation: During the educational conversation, the Director of Community Standards & Civility or designee will communicate with the student on the importance of following CDC regulations and public safety guidelines pertaining to COVID-19 best practices. The student will have time to reflect on his or her actions and with the established guidelines. The student will further share what he or she could have done better to avoid the infraction, and how, as a member of the WSSU community, the student can protect the safety of fellow Rams. The educational conversation will be documented in the Maxient Student Conduct System along with all adequate documentation of the incident.

2nd violation of responsibility- Verbal Warning: The Director of Community Standards & Civility or designee will reflect with the respondent student on his/her actions and reiterate the importance of following CDC regulations and public safety guidelines pertaining to COVID-19 best practices for the university community. The verbal warning will be documented in the Maxient Student Conduct System along with all adequate documentation of the incident.

3rd violation of responsibility- Educational Sanction: The Director of Community Standards & Civility or designee will reflect with the respondent student on his/her actions. The student will receive an educational sanction. For example, the student will be asked to write a reflective essay or have a conversation on the importance of the Mask Wearing Guidelines from the University and the state of North Carolina during the COVID-19 pandemic. The student will be asked to select the type of inquiry he/she would like to conduct in order to best meet their learning style such as interviewing a health care practitioner or reading information from the CDC, medical journal, etc. then be required to write a reflective essay or converse with the Director of Community Standards & Civility or designee, detailing best practices for reducing the spread of COVID-19, how his or her direct actions could have negatively impacted that working/living community in which the student was residing in during the time of infraction, detail how the experience has impacted the student's working knowledge of COVID-19, and

how the student can use the experience to educate their fellow rams. The educational sanction will be documented in the Maxient Student Conduct System, along with all adequate documentation of the incident.

4th violation of responsibility- Disciplinary Warning: The Director of Community Standards & Civility or designee will sanction the student with Disciplinary Warning for the student's fourth violation to the regulations. Disciplinary Warning means that an official reprimand is provided in writing that advises a student's need to conform his or her behavior to the WSSU Students' Code of Conduct and further advises that any subsequent violation of the same nature by the student within a two (2) year period will automatically result in Disciplinary Probation. The Director of Community Standards & Civility or designee will also reflect with the respondent student on his/her actions, discuss why the student is a repeat offender of the guidelines, and reiterate the importance of following the University's community standards. The Disciplinary Warning will be documented in the Maxient Student Conduct System, along with all adequate documentation of the incident.

5th violation of responsibility- Disciplinary Probation: The Director of Community Standards & Civility or designee will sanction the student with Disciplinary Probation for the student's fifth violation of the regulations. For repeated COVID-19 violations, Disciplinary Probation means the loss of designated social privileges for one semester. Designated social privileges include but are not limited to: varsity sports, intramural sports, band(s) and choir(s), cheerleading squad(s), fraternities and sororities, participation in student organizations, serving in a leadership capacity in any student organization, or the right to represent the University in any specific activity. The Director of Community Standards & Civility or designee will also reflect with the respondent student on his/her actions, discuss with the student about any underlying behaviors which are causing the student to be a repeat offender of the guidelines, and reiterate the importance of following the University's community standards. If a student has reached this level of infractions for violations to the COVID-19 regulations, his or her case may also be forwarded to the Care Team to discuss/assess any behavioral issues which are inhibiting the student's ability to remedy the infractions from an educational perspective. The Disciplinary Probation will be documented in the Maxient Student Conduct System, along with all adequate documentation of the incident.

6th violation of responsibility- Deferred Suspension (one semester): The Director of Community Standards & Civility or designee will sanction the student with Deferred Suspension for the student's sixth violation of the regulations. Deferred Suspension is used for offenses found serious enough to warrant a suspension, but where the specific circumstances of the case mitigate the offense or for repeated offenses of a less serious nature. For repeated COVID-19 violations, Deferred Suspension means, for one semester, a student is given the opportunity to demonstrate the ability to abide by the community's expectations of behavior articulated in the WSSU Students' Code of Conduct. The Director of Community Standards & Civility or designee will also reflect with the respondent student on his/her actions, discuss with the student about any underlying behaviors which are causing the student to be a repeat offender of the guidelines, reiterate the importance of following the University's community standards, and inform the student that any further infractions to the Code will result in suspension from the University for a minimum of one semester. The Deferred Suspension will be documented in the Maxient Student Conduct System, along with all adequate documentation of the incident.