

Community Standards

A. *Academic Freedom*

The 2008-2009 Kalamazoo College Catalogue includes a statement on Academic Freedom on page 51. This catalogue may be downloaded from the College's website at:

http://www.kzoo.edu/academics_catalog.htm

B. *Nondiscrimination Statement*

The Kalamazoo College Catalogue includes a nondiscrimination statement. This is as follows:

An equal opportunity employer, Kalamazoo College is committed to equal rights, equal opportunities, and equal protection under the law. The College administers its programs without regard to race, creed, religion, age, sex, national origin, height, weight, marital status, physical disability as protected by law, or sexual orientation. The College's definition of sexual orientation proscribes discrimination based on a person's heterosexuality, homosexuality, bisexuality, or gender identity, actual or presumed. Inquiries should be addressed to the Human Resources Manager, Laura Andersen.

C. *The Honor System*

Kalamazoo College operates under an Honor System. This may be found on the College's website at:

<http://www.kzoo.edu/studev/honorsystem.htm>

Academic Policies and Regulations

<http://www.kzoo.edu/studev/acadPol/handbookregs.html>

Student Conduct: Authority, Jurisdiction, and Procedures

<http://www.kzoo.edu/studev/stuconduct/stuConduct.html>

Student Conduct Procedures: Academic Policy Violations

<http://www.kzoo.edu/studev/stuconduct/adacViolations.html>

D. *Harassment Policy*

The college's policy on Harassment applies to all student and all employees.

<http://www.kzoo.edu/hr/PostingsPolActive/HarPolEd14Dec06.pdf>

E. Prohibition of Intimate Relationships between Faculty and Students

The College has a policy prohibiting intimate relations between faculty and students. This is as follows:

The faculty-student relationship, however warm or collegial, inherently involves disproportionate power and influence on one side and is thus liable to abuse. A sexual relationship between a faculty member and a student can not only exploit this imbalance but inhibit the learning environment. For these reasons, it is the consensus of the Kalamazoo College community that sexual relationships between Kalamazoo College faculty and Kalamazoo College students are unacceptable and constitute personal and professional misconduct. Such actions may be considered adequate cause for terminations under the Plan of Employment of the Board of Trustees.

F. Alcohol/Drug/Smoking Policies

The College's *alcohol policy* can be found on the College's website at:

<http://www.kzoo.edu/studev/socPol/alcohol.html>

The College's *drug policy* can be found on the College's website at:

<http://www.kzoo.edu/studev/socPol/drugs.html>

The College's *smoking policy* can be found on the College's website at:

<http://www.kzoo.edu/studev/socPol/smoking.html>

G. Human Subjects and Animal Research Policies

Faculty research involving human subjects must receive approval from the College Institutional Review Board (IRB). Faculty SIP advisors should also consider whether student research projects warrant IRB approval. Please refer to the College IRB Policy Manual and application form for more information on IRB policies. These may be found under the Committees menu of the College's intranet. The direct link to it is::

<https://campus.kzoo.edu/irb/>

The College has established an Institutional Animal Care and Use Committee (IACUC). This is a necessary committee for the College's involvement in federally-funded research grants. Faculty interested in this committee should contact Bob Batsell in the Psychology Department. Faculty applying for federal funds for research that involves vertebrate animals must have the research reviewed by IACUC before funds can be released.

H. Computer Usage Policies

Kalamazoo College's Information Services staff has developed a set of policies regarding computer usage. These may be found on the College's website at:

<http://www.kzoo.edu/studev/socPol/computers.html>