



CARRINGTON  
COLLEGE<sup>TM</sup>

# STUDENT HANDBOOK

## Volume II.I

Effective July 1, 2018 to June 30, 2019

Updated: July 31, 2018

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## Acknowledgement of Receipt

I have received my copy of the Carrington College Student Handbook. I understand that it is my responsibility to read and familiarize myself with the policies and procedures presented in this handbook.

I further agree to abide by Carrington College policies and accept full responsibility for my behavior.

I pledge to adopt the professional philosophy of Carrington College, perform my duties to the best of my ability and, upon graduation, will endeavor to demonstrate pride in my career as a professional.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_

Program/Time of Day \_\_\_\_\_

## Welcome to Carrington College.

We are excited you are here and we look forward to helping you achieve your educational and career goals.

This handbook provides information you will need to be successful at Carrington College. It outlines what the College expects from you, and what you should expect from us. Your education at Carrington College is about more than the certificate or degree you are seeking. Our goal is to be there for you every step of the way as you prepare to begin your new career. In this handbook, you will find many policies and procedures geared toward that purpose, and it's important you get to know them because they're here to guide your educational journey. Students should also refer to the academic catalog, which can be found at [carrington.edu/carrington-college/catalog](http://carrington.edu/carrington-college/catalog). The catalog and this handbook explain a variety of matters that affect all Carrington students.

Our goal is to help you obtain the education necessary to launch your new career.

In keeping with our practice of providing a timely response to the needs of students and prospective employers and to carry out the purposes and objectives of the college, we reserve the right to modify this handbook. Policies outlined in this handbook apply to all Carrington College students and will be supported by all instructors and staff members.

This handbook outlines your rights and responsibilities. Please read it and understand that you are responsible for abiding by the policies described within. If you have questions, please ask. Our instructors and staff are here to support you and provide you with everything you need to achieve success.

Welcome, and good luck with your educational goals!

## Mission

The mission of Carrington College is to provide learning opportunities to individuals in the communities it serves through postsecondary programs of study, which include general studies and professional preparation in career-focused majors.

The college achieves its mission by:

- Offering associate degree and certificate programs in health care, wellness, legal, business, and technical disciplines.
- Providing a supportive, student-centered learning environment, which enables students to meet their educational and career goals and achieve positive learning outcomes.
- Using a skills-based and outcomes-based approach to education.
- Providing excellent educational programs and services to students on-site and online that meet student, employer, and community needs.

The Carrington College philosophy centers on outcome-based learning. The College's focus on retention, career services, and job performance results in graduates who are highly qualified and motivated employees. The communities served by the College benefit from this focus on outcome-based learning and the College's ability to adapt to its changing needs.

Carrington College faculty, administrators, and staff are committed to students developing specific vocational knowledge and skills, as well as core student learning outcomes in critical thinking, information management and technical literacy, personal and professional development, communication skills, and respect and responsibility throughout their experience at Carrington College.

In degree programs, a broad base of general education course offerings provides students with communication, critical thinking, mathematical, and computer skills; as well as perspectives from the sciences, humanities, and social sciences.

Carrington College encourages students to work to achieve their highest potential while attaining their career goals. The College strives for excellence and quality in everything it does and instills in its students the same aspirations.

## Accreditation and Approvals

Carrington College is accredited by the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges (ACCJC/WASC), 10 Commercial Blvd., Suite 204, Novato, CA 94949, 415 506 0234, an institutional accrediting body recognized by the Council for Higher Education Accreditation and the US Department of Education. Additional information about accreditation, including the filing of complaints against member institutions, can be found at [www.accjc.org](http://www.accjc.org). The most recent information on the status of programmatic accreditation, as well as state approvals to operate, is available in Carrington College's academic catalog, current editions of which are available at [carrington.edu/carrington-college/catalog](http://carrington.edu/carrington-college/catalog).

## General Information

Carrington College programs are accelerated, which allows you to complete your education in a shorter time frame than at a traditional college. We focus our education on careers and develop all of our policies and procedures to prepare you for the demands of the work environment. Employers play a significant role in developing our curriculum and policies. With this in mind, please take note of the following:

- Attendance is critical to your success at Carrington College, just as it will be critical in the success of your new career. Be sure to have transportation to school arranged and make arrangements for back-up transportation. Become friends with classmates who can provide this back-up for you, and vice versa.
- Be sure to have childcare arrangements made as well as back-up childcare. Your childcare plan should include not only arrangements for well children, but also a prearranged plan in case of illness of children or your childcare provider. Have a solid plan so that you can attend school every day.
- Carefully assess your homework responsibilities. Do you have a quiet place to study? Have you made arrangements so children will be content to let you study? Each Carrington College program requires study time. Be sure to set time aside each day to focus on yourself, your studies, and your goals.
- Students must complete and submit all assigned work on time. Homework is required; therefore, adequate study time is essential. Students are expected to complete two hours of study/homework for every one hour of weekly scheduled lecture.
- Uniforms are required on campus and at most of our employers' facilities. Please review the uniform information in this Handbook to be sure that you understand expectations in this area.
- Students in some programs will complete externship hours in a local healthcare facility. In most cases, externships take place in your program's last course. You will need to meet with your Program Director and Career Services Representative for assistance in this process. Externships are held during daytime hours.
- If you are concerned about your academic performance, don't understand something, or are having difficulties in class, talk to your instructor. Be sure you understand the course expectations and that you know exactly where you stand academically. Special help or academic coaching can be arranged to assist you in your studies.
- All students must park in designated parking spaces. Illegally parked cars are subject to towing at the owner's expense.
- Additional program-specific information may be available in course syllabi and in Externship or Clinical Manuals that are distributed to students as they near the beginning of their externship or clinical experience.

Carrington College is an educational institution that employs qualified instructors and admits academically qualified students without regard to gender, age, race, national origin, sexual orientation, political affiliation or belief, religion or disability and affords students all rights, privileges, programs, employment services and opportunities generally available.

Carrington College complies with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 and does not discriminate on the basis of disability.

## Commitment to Academic Excellence

### Academic Coaching

Carrington College instructors and staff work closely with students to ensure that the appropriate support is available to maximize student success. Instructors, and the Program Directors are available to consult with students who are having difficulty with their studies. Students are urged to take advantage of this valuable extra assistance. In addition, referral to outside support agencies, such as ASPIRE is provided to students who have personal or family problems. ASPIRE professionals can be reached at (888) 470-1531 or via [info@myASPIREonline.com](mailto:info@myASPIREonline.com). Please see Student Success Center manager for local community assistance referrals.

### Instructor Office Hours and Availability

The instructor is committed to student success and will be available to students. Instructors will provide a schedule of office hours and contact information for students located in the course syllabi.

Students should take the time to introduce themselves to their instructors and establish a relationship with them. In addition, students should always communicate clearly with instructors, who always appreciate knowing why students have missed a class, had to leave early, or did not turn in an assignment.

It is the student's responsibility to arrange an appointment to meet with their instructors. If a conflict occurs between the instructor's hours and the student's schedule, another appointment time should be arranged.

If it is not possible to locate instructor, students are encouraged to leave a voice mail message or send an email with directions for a return follow-up message.

### Student Success Center

The college maintains a Student Success Center on campus that is home to numerous textbooks as well as magazines, newspapers, reference material, educational databases and CD-ROMS.

Carrington College students have access to numerous databases, digital collections of journal, newspaper, magazine articles, and other documents that are searchable online. These databases are subscription-based but are provided to students at no charge.

The EBSCOhost database and other databases can be accessed from any computer that is connected to the Internet. Students must obtain a user name and password from the Student Success Center in order to use the EBSCOhost database or other databases off campus. Databases can be accessed by typing [carrington.edu/library/](http://carrington.edu/library/) in the browser window.

Our team of Carrington College Student Success Center staff members is available to help you access resources, find information, and answer any other research questions either in person or through a live chat session. Our Ask-a-Librarian "chat" allows a librarian to share screens with students and send specific articles, documents, or links to students' web browser. Chats can be initiated at: [carrington.edu/cc/helpful-resources/library/](http://carrington.edu/cc/helpful-resources/library/). Click on "Ask-a-Librarian chat".

ASK-A-LIBRARIAN HOURS-PST	
Monday–Thursday	10 am–8 pm
Friday	10 am–5 pm
Saturday	11 am–3 pm
Sunday	1 pm–5 pm

### Learning Lab

Carrington College provides student access to the Internet on computers located in the Learning Lab. The computers are for school use only. The College's computers and other information systems are the College's property and should be used for educational purposes only. The Carrington College Learning Lab provides access to electronic global databases and computers for word processing and development of PowerPoint presentations.

The Learning Lab is available throughout the week; hours of operation are posted at each campus.

Internet access may only be used for lawful purposes. Prohibited transmission includes copyrighted or licensed material, sexually explicit images, messages or cartoons, or materials protected by trade secret. Any improper or unauthorized use of Carrington College equipment will be addressed through the Code of Conduct.

### Syllabi

Course syllabi are given to every student on the first day of class. Each syllabus details the specific materials to be covered and competencies to be achieved for each day of the class. Students are encouraged to review their syllabi and see their instructors for all questions.

### Learning Management System

Course Access-Learning Management System

Carrington College's learning management system provides secure web-based support for on-site classes, but does not substitute for face-to-face instruction. This system is used in support for all-online classes.

Most courses are supported by the Learning Management System. Students should check with their course instructor to determine whether the Learning Management System will be used. Students can access the Learning Management System through this link: [my.carrington.edu](http://my.carrington.edu). Students may visit the website and click on Technical Requirements to be sure their home computers or laptops meet minimum operating requirements for the system.

### Classroom and Lab Standards

- Students must arrive to class fully prepared with textbooks and supplies.
- For some programs, students are required to remove all notes, notebooks, tablets, cellular phones, and other electronic devices from their desktops during all testing periods.
- Computer use in the Student Success Center, Learning Lab, classrooms or laboratories is limited to activities directly related to educational endeavors or job searching. Inappropriate use of the computer includes, but is not limited to social media web sites that may have inappropriate content, or other web sites that are not education-related. It is appropriate to check personal email, but students cannot download or print items from their e-mail. Students using College computers for inappropriate activities are subject to disciplinary action up to and including dismissal from school.

- Students must turn off (or set to vibrate) cellular phones, pagers, or other electronic devices that may disrupt class before entering the classroom. Cell phone conversations are prohibited near classrooms or in the Student Success Center.
- Students may enter lab areas and handle equipment only with an instructor's permission.
- Students must clean equipment they use at the end of each class period and return it to its place.
- Housekeeping duties and maintenance of equipment are required of all students.
- Gross negligence, willful damage, or the removal of equipment is prohibited.
- Students are responsible for all work missed. Late work due to an absence or other reason may result in zero points or a reduction in points. Students are directed to class syllabi and their instructor for more information.
- Students must use caution when working with potentially hazardous materials, and all safety procedures and universal precautions set forth by Carrington College and OSHA must be followed. See your instructor for more information.
- Carrington College strives to provide a safe and healthy school environment. Students who have medical conditions that would prevent them from engaging in course activities, such as working with radiography or certain chemicals, should contact the Program Director, Student Success Center Manager or Designee.
- Students are required to provide their own transportation on field trips, clinical observations, fieldwork, and externships.

#### Audio/Video/Photographic Recording of Classroom Lectures and at clinical or externship sites

Carrington College seeks to protect the integrity of classroom instruction, including students and Instructors interaction, any course materials presented by Instructors, and the privacy of all classroom participants including information protected by the Federal Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA). As a result, Carrington College prohibits any recording (audio, video or photographic) of lectures, seminars, or other classroom activities without the express permission of the instructor. Authorized recordings (including those approved as an ADA accommodation) and all other course materials may only be used for the purposes of an individual's (or group) study in the course, and may not be shared with a wider audience on or off campus unless the instructor has explicitly given such permission. Violations of this policy may be a violation of the Student Code of Conduct. Recording of any kind with electronic devices, including but not limited to: computers, cameras including picture taking, videos and/or audio recorders, cellular phones and other devices, is strictly prohibited in the clinical or externship setting.

#### Telephones and Messages

Students will not be called out of class for a telephone call except for an emergency. Students should inform family and friends of this. Further, the College will not deliver personal (non-emergency) messages to students at any time. College telephones are not for student use and unauthorized use is grounds for disciplinary action. Personal cell phones must be turned off or set to silent/vibrate and not used during class time. Instructors may request that cell phones not be brought into the classroom.

#### Disability Accommodations in Academic Programs

Carrington is committed to maintaining an academic environment free of discrimination and complies with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. Carrington will make reasonable accommodations to afford students with disabilities full and equal enjoyment of Carrington's programs and services. Carrington makes no assumptions concerning any individual's abilities or disabilities and makes an individual assessment to determine whether each student's request for accommodations can be met at

Carrington. Any student or applicant with a disability who requests academic adjustments, auxiliary aids or accommodations under Section 504 should contact the Office of Student Disability Services to begin the accommodation request process. The Office of Student Disability Services can be reached by email at [ADA@carrington.edu](mailto:ADA@carrington.edu), or call (877) 206-2106. The applicant/student will be given an accommodation request form to complete and submit to the Office of Student Disability Services along with supporting medical, psychological or educational documentation.

Once an accommodation has been approved, the student will be notified by the Office of Student Disability Services. Campus, center and online instructions for obtaining approved accommodations may vary. Refer to the individual approval letter for instructions. Should a student need additional accommodations, requests must be submitted in writing to the Office of Student Disability Services. Should a student experience difficulty in obtaining accommodations, the student should notify the Office of Student Disability Services for assistance in rectifying the situation.

When a student alleges that he/she has been subjected to an act, rule, procedure, class requirement or practice in an academic program that involves discrimination based on his/her qualifying disability, the student should follow the Student Complaint Procedure outlined in this handbook.

### Academic Integrity Policy

Ideas and learning form the core of the academic community. No learning community can thrive if its members counterfeit their achievements, or seek to establish an unfair advantage over their fellow students via plagiarism. Plagiarism is the representation, whether deliberate or unintentional, of an idea, phrase, or other materials from a source without proper acknowledgement as one's own in any academic exercise.

Any violation of academic integrity is a serious violation and therefore is subject to disciplinary action up to and including dismissal from the college. Carrington College expects mature and responsible behavior from students and strives to create and maintain an environment of social, moral and intellectual excellence.

The list below regarding academic integrity is not all-inclusive, and instructors may establish additional standards based on the nature of the course or the setting in which course material may be delivered or applied. The following, however, does constitute the minimum basis upon which academic integrity is measured.

Following are some ways in which students can prevent and confront academic integrity violations:

If you observe or have first-hand knowledge of a violation of the Academic Integrity standard, report it to your instructor or other staff member.

- Make it difficult and unacceptable for other students to cheat by not sharing work unless required as part of a team assignment, refusing to provide current and old quizzes/exams to other students without consent of the instructor, and covering your work during exams.
- Avoid the temptation to plagiarize and become familiar with American Psychological Association (APA) methods of documenting your sources. Go to [apa.org](http://apa.org) or speak with your instructor or campus Student Success Center staff.

Violations of academic integrity, for the purpose of this standard, are those that permit a student to gain unfair advantage over other students. The following, though not an all-inclusive list, represents violations of academic integrity:

- Misrepresentation of sources used in a work for which the student claims authorship.

- Improper use of course materials in a work for which the student claims authorship. This includes copying sections of text, images, or graphs from internet sources without appropriate citation.
- Use of papers purchased from (or written by) another student, or obtained online, and turned in as one's own work.
- Submitting written work such as laboratory reports, or papers that have been copied from the work of other students with or without their knowledge and consent. The risk of plagiarism can be avoided in written work by clearly indicating, either in footnotes or in the paper itself, the source of any major or unique idea or wording that you did not devise on your own. Sources must be provided regardless of whether the material is quoted directly or paraphrased. Any questions about what constitutes plagiarism should be discussed with the campus Student Success Center Manager, Student Success Center staff member or an instructor.

If you observe or have first-hand knowledge of a violation of the Academic Integrity standard, report it to your instructor or other colleague of the college.

### Charges and Hearings

Any member of the Carrington Community (complainant) may report a violation of this Academic Integrity Policy. Upon notification or discovery, the instructor will discuss the incident with the student. The student shall have the opportunity to deny the alleged violation and to provide evidence or to admit fault. If the student admits fault or fails to provide adequate evidence, the instructor will refer the case to the campus academic administrator (program director or dean) for the program in which the respondent is enrolled. The student who is accused of violating the policy will remain in class until the conduct hearing is complete. When the campus academic administrator is the complainant, the review will be conducted by the Student Success Center Manager or Designee.

For first offenses, the reviewer will:

1. Present the respondent with a letter explaining the charges against them. Charges should generally be delivered to the respondent within 5 days of the notification by the instructor.
2. The reviewer will schedule a hearing to occur not more than 15 calendar days after the notification.
3. The respondent will be afforded an opportunity to present evidence or testimony on their behalf, including the right to bring witnesses.
4. The respondent may be assisted by an advisor, including an attorney at their own expense, the respondent is responsible for presenting their own case, and therefore advisors are not permitted to speak or participate in any hearing.
5. The respondent is not required to attend the hearing and failure to attend will not be considered when determining the outcome of the hearing.
6. At the conclusion of the meeting, the reviewer will present their decision to the respondent.
  - a. If found not responsible, the reviewer will inform the student that no violation was found and no sanction imposed.
  - b. If found responsible, the reviewer must follow the sanctioning guidelines listed below.

For second and/or third offenses, a Hearing Panel will be convened.

### HEARING PANELS

The Manager, Student Affairs, or their designee, serves in a non-voting capacity as chairperson of the Hearing Panel. The three person panel is composed of at least one instructor, and one college colleague. Hearings are conducted in private. Admission of any person to the hearing is at the discretion of the Hearing Panel. In hearings involving more than one student, the Manager, Student Affairs, or their designee, at his/her discretion, may permit the hearings concerning several students to be conducted together. The student, at his or her own expense, has the right to be assisted by any advisor he or she chooses. The advisor may be an attorney, but it

should be understood that this is an administrative action of the College and not a legal proceeding. The student is responsible for presenting his or her own case, and advisors are not permitted to speak or to participate directly in any part of the process. The student and the College shall have the privilege of presenting witnesses, subject to questioning by the Hearing Panel. Pertinent records, exhibits, and written statements may be accepted as evidence for consideration at the discretion of the Manager, Student Affairs, or their designee. All procedural questions are subject to the final decision of the Manager, Student Affairs, or their designee. After the hearing, the Hearing Panel deliberates in private and determines by majority vote whether the student has violated one or more provisions of this Academic Integrity Policy and if so, which sanctions are appropriate. The Hearing Panel's determination is made on the basis of whether it is more likely than not that the student(s) violated this Academic Integrity Policy. The student will be notified regarding the decision made by the Hearing Panel. If the Hearing Panel determines that sanctions by the reviewer are to be revoked, no indication of the incident is placed in the student's permanent academic record. If the Hearing Panel determines that sanctions are to be upheld, the decision is noted on the Academic Integrity Incident Report form, the violation is recorded in the respondent student's permanent academic record, and the sanctions are imposed.

The Manager, Student Affairs is responsible for creating and ensuring that there is a single verbatim record of the hearings (not to include the Hearing Panel's deliberations). The record is the property of the College and can be listened to by the student.

### Sanctions

The mandatory sanctions listed below are the minimum allowed. Discretionary sanctions may be imposed if deemed appropriate.

#### *First Recorded Offense*

##### Mandatory

Students are assigned a grade of zero for the entire paper, exam, quiz, threaded discussion assignment, homework, lab, or other work in which the incident of academic dishonesty occurred, and the students' grade in the course is adjusted accordingly. No partial grade will be given.

##### Discretionary

Students receive a failing grade for the course, lab course, etc., in which the first offense occurred and are precluded from withdrawing from the course.

#### *Second Recorded Offense*

##### Mandatory

Students receive a failing grade for the course, lab course, etc., in which the second offense occurred and are precluded from withdrawing from the course.

##### Discretionary

Students are suspended for up to one academic year from Carrington College and all Adtalem Global Education institutions or permanently expelled from Carrington College and all Adtalem Global Education institutions. Such students are precluded from withdrawing from the course(s) or the College in order to avoid suspension.

#### *Third Recorded Offense*

##### Mandatory

Students are permanently expelled from Carrington College and all Adtalem Global Education institutions. Such students are precluded from withdrawing from the course(s) or the College in order to avoid expulsion. The third offense need not be in the same location, course, program session or semester as either the first or second offense to invoke this sanction.

## Appeal Process

A student can appeal a Hearing Panel's decision or imposed sanctions based on one of the criteria listed below by completing, signing and submitting an a written appeal to the Vice President of Administration and Student Services, or their designee, (for onsite students) within seven business days of the decision. The criteria for appeal of a hearing panel decision are limited to the following:

- To determine whether the original hearing was conducted fairly in light of the charges and prescribed procedures, giving the student a reasonable chance to prepare and present evidence that the
- Academic Integrity Policy was violated, and giving the accused student a reasonable opportunity to prepare and present a rebuttal of those allegations.
- To determine whether the decision reached regarding the accused student was based on substantive evidence; that is, whether the facts in the case were sufficient to establish that a violation of the Academic Integrity Policy had occurred.
- To determine whether the sanction(s) imposed were appropriate for the violation.
- To consider new evidence sufficient to alter a decision or other relevant facts not brought out in the original hearing, because such evidence and/or facts were not known at the time of the original hearing.

The decision of the Vice President, Administration and Student Services on the appeal is final.

## Readmission following a suspension for academic integrity violations

Students who have been suspended from Carrington College as a result of an academic integrity violation must follow the policy for Appeals for Reinstatement found in the [Academic Catalog](#).

As part of our commitment to academic integrity, Carrington College subscribes to an online plagiarism prevention system called Turnitin. Student work may be submitted to this system. Student privacy is protected by assigning code numbers, not names, to all student work stored in its database. Turnitin is the leading originality checking and plagiarism prevention service used, and encourages best practices for using and citing other people's written material.

## Academic Catalog

The academic catalog presents policies and procedures that relate to the institution. Students are responsible for knowing the policies and procedures in the catalog. The college catalog and student handbook are the official publications of the institution. Students must review and follow the policies and procedures contained in each. The College Catalog always supersedes the Student Handbook when differences may occur. The current edition of the college catalog is available at [carrington.edu/carrington-college/catalog](http://carrington.edu/carrington-college/catalog).

## Grade Appeals

Students who wish to appeal a final course grade must meet with their instructor within 30 calendar days of the final day of the term in which they took the course. The instructor will review the student's concern and respond to the student within 10 calendar days of the student's initial contact. If the matter remains unresolved after the student-instructor meeting, the student may request further review by following the grievance procedure as outlined in the [Carrington College catalog](#).

## Program / Campus Changes

A change from one program to another or a transfer from one campus to another may affect the graduation date, costs, and financial aid. Whether specific coursework is transferrable from one program to another depends on the programs and courses involved. Students are subject to any or all admission requirements of the receiving –program/campus if the student is transferring between campuses or the admission requirements of the new program if changing programs.

## Withdrawal from a Program

Please see the Catalog for more comprehensive information.

## Continuing Education

Many students and graduates are interested in pursuing further education by obtaining a second certificate or with an associate or bachelor degree. You may see an enrollment services advisor to discuss furthering your education at Carrington College or learn more information about Carrington's articulation agreements with other colleges or universities.

## Commitment to Professional Excellence

### Professional Expectations

At Carrington College, we maintain a professional environment similar to what you will encounter in your new career. We have a responsibility to employers to uphold the high level of professionalism expected in the workplace. Please conduct yourself in the most professional manner at all times and be aware of the following guidelines.

#### General Standards

1. Use professional and courteous language. Profanity is not acceptable. Slang is not deemed professional in the health care workplace.
2. Respectfully address all instructors with the appropriate title and Surname (e.g Ms.Jones, Dr.Smith, Mr.Brown).
3. Remain alert in class at all times. Fully participate in class activities and team projects.
4. Take responsibility where appropriate, and do not be critical of others.
5. Practice a high level of motivation, initiative, cooperation, and attitude.

Additional professional standards may be listed in program-specific Externship or Clinical Manuals.

### Dress Code

Carrington College students are expected to present a professional appearance consistent with the expectations for the career to which students aspire. While in uniform, students should conduct themselves in a professional manner. Students must wear their uniforms at all times on campus, on field trips, at clinic, on fieldwork, and at externship facilities. Failure to comply with the dress code may result in removal from that class session and students may receive an absence or tardy, grade reduction, and/or official warnings. Continued infractions may result in probation and/or withdrawal from school.

**Uniforms:** Only assigned Carrington College scrubs are to be worn during classroom activities and on externship/clinicals. Some programs utilize khaki pants and polo shirts. Plain turtlenecks may be worn under the polo shirt or scrub top. Pregnant students may wear oversized scrub tops or maternity uniforms. Denim jeans, leggings, sweats, calf-length pants, pegging, tucking, or rolling are not acceptable. Please see your instructor for more information.

**Shoes:** White or black uniform shoes only for the health care students. Other leather or leather-like material shoes with rubber soles are acceptable. Nylon, canvas, suede, clogs, sandals, open-toed and open-heeled shoes are not acceptable.

**Outerwear:** A plain sweatshirt that complements the color of the scrub top may be appropriate or a white lab coat may be worn. Coats and jackets should be removed and hung on a chair back, but not worn in the classroom, lab or clinic. Hats or hoods are not appropriate while in uniform.

**Undergarments:** Plain white socks, or socks that match the color of your top, should be worn with pants or scrubs. Professionalism requires that undergarments be worn at all times. Undergarments

visible through (or above) the uniform are not appropriate.

**Hair and Nails:** Hair should have a professional appearance, be a natural hair color, and be short enough or sufficiently restrained so as not to fall forward into the work or patient space. Hair should be worn off of the shoulders and away from the face. Beards and mustaches must be neat and trimmed. Nails must be clean and trimmed. Artificial nails are prohibited.

**Accessories:** One set of small earrings, worn in the earlobe, is appropriate. A wristwatch with a second hand is appropriate and necessary in some programs. No more than two rings should be worn. Hoop or dangle earrings and face, tongue, or body piercings are prohibited. Tattoos must be covered.

### Career Services

Carrington College is eager to help all graduates obtain employment after graduation and provides comprehensive career services working with students on job-search strategies, job-market orientation, resume writing, and interviewing techniques. Career services are available to all active students and graduates without charge. Success in securing employment depends on the graduate's efforts and motivation, as well as on educational performance. Carrington College does not guarantee employment, nor does it guarantee employment within specific salary ranges or in specific areas.

To be eligible for career services, students must:

- Be an active student or graduate of Carrington College
- Present the office with a resume
- Be engaged in an active job search and contact all possible job openings
- Act and speak professionally at all times
- Be punctual for appointments
- Always reflect a positive attitude
- Dress appropriately
- Keep the College informed about results of contacts and interviews
- Inform the College immediately about address and phone number changes
- Follow up on all job leads provided
- Immediately notify Career Services when employment is obtained

Career Services cannot guarantee specific externship or clinical facilities as employers extend the opportunity of training to you on an optional basis. The decision to accept or reject a student for an externship is solely the responsibility of the facility. Site reassignment will take place only when the school has decided that the original facility is not meeting our educational requirements. If you develop concerns about your externship or clinical site, they must be expressed to your Career Services Advisor and Program Director immediately. Your concerns will be addressed and a decision made. Do not discontinue your externship or clinical rotations unless you have been instructed to do so by your Career Services Advisor or Program Director.

### Exit Interview

During their last course or semester on campus, students are required to participate in an exit interview with Career Services and Student Finance. During this meeting students are familiarized with important information and paperwork that must be completed prior to, during, and following externship. Students will be notified of the day and time of this meeting; attendance is mandatory.

Prior to the last day on campus, all students must:

- Pay all tuition/debts to the school
- Pass all required tests
- Submit the clinical sheet with all clinicals checked off by instructor
- Submit all externship or clinical timesheets
- Submit a resume
- Return all Student Success Center books
- Complete an exit interview
- Complete and submit exit paperwork

Additional information about externships and clinical is available in program-specific Externship or Clinical Manuals that are distributed to students as they near the beginning of their externship or clinical terms.

### Health Services

Carrington College does not provide campus health services. While enrolled in school, students are covered by student accident insurance. Students are responsible for their own health care.

### Code of Conduct

The Code of Conduct applies to all students. Students must obey municipal, state and federal laws, conduct themselves in a professional manner and comply with all College rules as set forth here and in all other College publications or in written or verbal notices given by College staff or instructors.

### Terminology

1. The terms “College” or “Carrington” mean Carrington College.
2. The term “member of the Carrington community” includes students, instructors or colleagues at Carrington College, and any other individuals associated with the College. The Manager, Student Affairs or designee shall determine a person’s status in a particular situation.
3. The term “students” is defined as prospective applicants, current students including those who attend online, former students and graduates of all Carrington College campuses.
4. The term “Carrington premises” includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by Carrington College California (including parking lots, adjacent streets and sidewalks).
5. The term “hearing panel” means any person or persons authorized by the Manager, Student Affairs or designee to determine whether a student has violated the Code of Conduct and to recommend imposition of sanctions.
6. The term Manager, Student Affairs refers to Carrington’s official authorized person designated to manage the College’s Code of Conduct proceedings and/or impose sanctions upon respondents found to have violated the Code of Conduct.
7. The term “policy” is defined as the regulations of the College including, but not limited to, those found in the student handbook, program handbook/manual, and catalogs.
8. The term “respondent” is defined as the student who has allegedly violated the Code of Conduct.
9. The term “complainant” is defined as a person or a group that makes a formal complaint to the College pertaining to violations of the Code of Conduct.

The Code of Conduct applies to behavior that affects the College community, irrespective of where or when that conduct may occur. Discipline may extend to off-campus activities/events and locations when the actions in question adversely affect the College community and/or pursuit of its objectives. Any student found to have committed the following misconduct may be subject to disciplinary sanctions.

This list is not all-inclusive but does include categories of misconduct as defined by the College.

- 1) Acts of dishonesty including, but not limited to, the following:
  - (i) Furnishing false information to any College official, instructor or office.
  - (ii) Forgery, alteration or misuse of any College document, record or instrument of identification.
  - (iii) Computer piracy, including duplication of computer software, copyright infringement and unauthorized computer entry.
- 2) Disruption or obstruction of teaching, research, administration, disciplinary proceedings and other College activities, including its public service functions on or off campus, or other authorized non-College activities, when the act occurs on Carrington premises.
- 3) Physical abuse, verbal abuse, threats, intimidation, and harassment including, but not limited to, sexual or gender-based harassment, coercion and/or other conduct that threatens endangers the health or safety of any person or animal, either on or off Carrington premises or at any College-sponsored activity.
- 4) Negligence, gross misconduct, or disregard of clinical practices which result in, or could result in, harm to the patient or other caregivers.
- 5) Bullying and cyberbullying (using one's power to control or harm individuals who cannot defend themselves) including, but not limited to, face-to-face interactions and any electronic communication (messages transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, tablet, or pager) whether it be a single incident or a series of incidents.
- 6) Attempted or actual theft of and/or damage to property of the College or property of a member of the Carrington community or other personal or public property.
- 7) Carrington prohibits any organization, chartered or otherwise, officially or in fact, participating in the activity of "hazing," defined as any action taken or situation created which, regardless of intent or consent of the participants, may reasonably produce bodily harm or danger, mental or physical discomfort, embarrassment, harassment, fright, humiliation or ridicule, or otherwise compromises the dignity of an individual; compels an individual to participate in an activity that is unlawful and or contrary to College rules, policies and regulations; will unreasonably or unusually impair an individual's academic efforts, and/or occurs on or off campus. Hazing is further defined as an act that endangers the mental or physical health or safety of a student, or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition for, continued membership in a group or organization. Prohibited activities and/or actions include, but are not limited to: tests of endurance; submission of members or prospective members to potentially dangerous or hazardous circumstances; any activity that by its nature is so intense that it would cause severe mental anxiety, mental distress, panic, human degradation or public embarrassment; creation of excessive fatigue or a late work session that interferes with scholastic activities or deprives persons of the opportunity for sufficient sleep (six hours per day), decent, edible meals and/or access to means of bodily cleanliness; forcing or coercing a person to

consume alcohol or other substances, in any amount; any requirement that compels an individual to participate in an activity that is illegal, perverse or indecent; and compelling individuals to engage in sexual behaviors, sexual or racial harassment or slurs, or exhibitionism.

- 8) Gambling on Carrington premises, at College functions or through the use of College equipment.
- 9) Failure to comply with directions of College officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons upon requested.
- 10) Unauthorized possession, duplication or use of keys or access cards to any part of Carrington premises, or unauthorized entry to or use of Carrington premises.
- 11) Violation of published College policies, procedures, rules or regulations.
- 12) Violation of any applicable law.
- 13) Use, possession or distribution of narcotics or other controlled substances, except as expressly permitted by law, or being under the influence of such substances.
- 14) Use, possession or distribution of alcoholic beverages, except as expressly permitted by law and College regulation; or public intoxication.
- 15) Illegal or unauthorized possession of firearms, explosives, other weapons or dangerous chemicals.
- 16) Participation in a demonstration that disrupts normal operations of the College or infringes on rights of other members of the Carrington community; leading or inciting others to disrupt the scheduled and/or normal activities within any area of the College; intentional obstruction that is unreasonable and interferes with freedom of movement and/or free flow of pedestrian or vehicular traffic.
- 17) Transmission of material that contains ethnic slurs, racial epithets, or anything that may be viewed as harassment of others based on race, national origin, sex, sexual orientation, gender and gender expression, age, disability or religion.
- 18) Computer piracy, which includes any act of copyright infringement (prohibited by federal, state, or local law); the use of software which has otherwise been expressly prohibited; copying; duplicating software code; and copying of notes, specifications, or technical descriptions of any software code whether copyrighted or not.
- 19) Any attempt to access or modify unauthorized computer system information or to interfere with normal system operations, whether on Carrington College
- 20) Equipment, the Internet provider or any computer system or network, will result in suspension of access and the perpetrator may be withdrawn from school.
- 21) Computer/network use is not to include any of the following activities: gambling, shopping, online chatting, and spamming, advertising, game playing (unless educational in nature and approved by campus personnel), or downloading software or files unrelated to school assignments.
- 22) Conduct that is disorderly, lewd or indecent; breach of peace; or aiding, abetting or procuring another person to breach the peace.
- 23) Aiding, abetting or inducing another to commit a violation of the Code of Conduct.
- 24) Theft or other abuse of computer time, including but not limited to:
  - (i) Unauthorized entry into a file, to use, read or change contents, or for any other purpose.
  - (ii) Unauthorized transfer of a file.
  - (iii) Unauthorized use of another individual's identification and password.
  - (iv) Use of computing facilities to interfere with work of another student, instructor or College official.
  - (v) Use of computing facilities to send obscene or abusive messages.
  - (vi) Use of computing facilities to interfere with normal operation of the College computing system.

- (vii) Introduction, reproduction and/or promulgation of any computer virus.
- (viii) Inappropriate use of the computer includes, but is not limited to, such as Facebook, web sites with inappropriate content, or other websites that are not education-related.
- (ix) It is appropriate to check personal email, but students cannot download or print items from their e-mail
- (x) Students using College computers for inappropriate activities are subject to disciplinary action up to and including dismissal from school.

25). Abuse of the judicial/hearing or disciplinary system, including, but not limited to:

- i) Falsification, distortion or misrepresentation of information before a judicial body/hearing panel.
- ii) Disruption or interference with orderly conduct of a judicial/hearing proceeding.
- iii) Knowingly instituting judicial/hearing proceedings without good cause.
- iv) Attempting to discourage an individual's proper participation in, or use of, the judicial/hearing system.
- v) Attempting to influence the impartiality of a member of the (hearing panel) prior to, and/or during, the course of the judicial/hearing proceeding.
- vi) Harassment (verbal or physical) and/or intimidation by a respondent of a member of the (hearing panel) prior to, during and/or after a judicial/hearing proceeding.
- vii) Failure to comply with sanction(s) imposed under the Code of Conduct.
- viii) Influencing or attempting to influence another person to commit an abuse of the judicial/hearing system.

#### **Involvement of Law Enforcement or External Judicial Authorities**

Complainants who believe they are victims of crime or other violation of law (for example, assault, battery, sexual misconduct) may notify and seek assistance from the College, local law enforcement and/or other community resources concurrently. The Student Success Center Manager and/or designee can provide information about how to contact law enforcement or other local community resources.

The College is committed to maintaining an environment that is safe for all members of the Carrington Community. Safety concerns, including those arising out of Code of Conduct Proceedings should be brought to the attention of the Campus Incident Commander, the Student Success Center Manager and/or designee for evaluation of any appropriate measures to be taken by the College to promote security. Complainants may also seek protective restraining, or "no-contact," orders from an external law enforcement or judicial authority; Complainants who do so should notify the Student Success Center Manager or designee or the campus incident commander so that the campus can cooperate as appropriate in the observation of the order.

The College may institute Code of Conduct proceedings against a respondent charged with violation of applicable law without regard to the pendency of civil litigation or criminal arrest and prosecution. Proceedings to determine violations of this Code of Conduct may be carried out prior to, simultaneously with, or following civil or criminal proceedings. If the alleged violation of law is also the subject of Code of Conduct proceedings the College may advise external authorities of the existence and status of the Code of Conduct proceedings. The College cooperates fully with law enforcement and other agencies in enforcing law on College property and in the conditions imposed by criminal courts for rehabilitation of violators. Individual students, staff, or instructors, acting in their personal capacities, remain free to interact with a governmental representative or law enforcement official as they deem appropriate.

## Charges and Hearings

Any member of the Carrington community may file alleged charges against any respondent for misconduct. Once charges have been filed, the Manager, Student Affairs and/or designee will conduct an investigation to determine whether charges have merit. The process for charges and hearings is outlined below.

- I. Charges shall be prepared in writing and directed to the Manager, Student Affairs and/or designee. Any charge should be submitted as soon as possible after the event occurs.
- II. All charges shall be presented to the respondent in written form. A hearing will be scheduled within a timeframe reasonable under the circumstances, usually not less than two or more than 15 calendar days after the respondent has been notified. The timeframe for scheduling of hearings may be extended at the discretion of the Manager, Student Affairs and/or designee.
- III. The respondent will be afforded the opportunity to select either a hearing by a multi-person hearing panel or a hearing by the Manager, Student Affairs and/or designee. The Manager, Student Affairs and/or designee may require a hearing by a multi-person panel at his/her discretion.
- IV. Hearings shall be conducted by a hearing panel according to the following guidelines:
  - a) The Manager, Student Affairs and/or designee may serve as the moderator of the hearing panel.
  - b) Hearings shall be conducted in private. The presence of any person at the hearing shall be at the discretion of the hearing panel or the Manager, Student Affairs and/or designee.
  - c) In advance of the hearing, both the complainant and respondent will be given access to the information that will be considered by the hearing panel.
  - d) The complainant and respondent have the right to be assisted by any advisor they choose, including an attorney, at their own expense. The complainant and/or respondent are responsible for presenting their own case; therefore, advisors are not permitted to speak or to participate in any hearing. Complainant and respondent must provide the Manager, Student Affairs and/or designee the names (relationship and title, if applicable) of those attending with them at the hearing at least one business day before the hearing.
  - e) Complainants and respondents are not required to attend the hearing and may supply information without attendance. Failure to attend will not be considered when determining the result of the hearing.
  - f) Carrington, the complainant, and the respondent shall have the privilege of presenting witnesses, subject to the right of questioning by the hearing panel.
  - g) Pertinent records, exhibits and written statements may be accepted as evidence for consideration by the hearing committee. All information that is presented is retained as a part of the hearing record.
  - h) All procedural questions are subject to the final decision of the Manager, Student Affairs or their designee.
  - i) After the hearing, the hearing panel shall determine by majority vote (a minimum of three persons must vote) whether a preponderance of evidence indicates that the respondent has violated specific section(s) of the Code of Conduct as charged.
  - j) The hearing panel's determination shall be made on the basis of whether it is more likely than not that the respondent violated the Code of Conduct.
- V. There shall be a single record, such as a tape recording, of all hearings before a hearing panel. The record shall be the property of the College.

- VI. Suspensions and expulsions will be noted in the student's file.
- VII. Allegations of a violation of this Code will not be dismissed solely because the complainant elected not to appear before the hearing panel. Regardless of the complainant attendance, all evidence in support of the charges shall be presented and considered.

### Sanctions

The sanctions listed below may be imposed on any respondent found to have violated the Code of Conduct. The list of sanctions should not be considered sequential; sanctions may be used in any order and/or combination that the College deems appropriate.

- Warning—A verbal or written notice to the respondent that the respondent is in violation of or has violated College regulations.
- Probation - A written reprimand with stated conditions in effect for a designated period of time, including the probability of more severe disciplinary sanctions if the respondent is found to be violating any College regulation(s) during the probationary period.
- Carrington College Suspension - Separation of the respondent from the College for a definite period of time, after which the respondent is eligible to return. Conditions for readmission may be specified.
- Carrington College Expulsion—Permanent separation of the respondent from all Carrington College campuses and Adtalem Global Education institutions.
- Suspension of Services – Ineligibility to receive specified services or all Carrington College (“Carrington”) services for a specified period of time, after which the respondent may regain eligibility. Conditions to regain access to services may be specified.
- Limiting Order – Restriction on a student's permission to be in the same proximity as the complainant and/or others, with the parameters of the restriction to be defined by the College (e.g., for use with allegations of sexual or other misconduct).

More than one of the sanctions listed above may be imposed for any single violation. In each case in which the Manager, Student Affairs and/or designee or hearing panel determines that a respondent has violated the Code of Conduct, sanction(s) shall be determined and imposed by the Manager, Student Affairs and/or designee. In cases in which a multi-person panel is used, the recommendation of all members of the hearing panel shall be considered by the Manager, Student Affairs and/or designee. The Manager, Student Affairs and/or designee are not limited to considering or implementing sanctions recommended by members of the hearing panel. Following the hearing, the Manager, Student Affairs and/or designee shall advise the respondent in writing of its determination, the sanction(s) imposed, if any, and appeal procedures. In appropriate cases (e.g. allegations involving certain types of sexual misconduct), the Manager, Student Affairs and/or designee will also simultaneously provide the complainant with written notice of the outcome and appeal procedures.

Other than College suspension and College expulsion, disciplinary sanctions shall not be made part of the student's permanent academic record, but shall become part of the student's disciplinary record.

#### Interim Suspension

In certain circumstances, the Manager, Student Affairs, or their designee may impose an interim suspension prior to the hearing before a panel. Interim suspension may be imposed:

1. To ensure the safety and well-being of members of the Carrington community or preservation of College property; or
2. If the College deems that the respondent poses a threat of disruption of or interference with the normal operation of the College.

During the interim suspension, students maybe denied access to Carrington premises (including online and onsite classes) and/or all other College activities or privileges for which the respondent might otherwise be eligible, as the College may determine to be appropriate.

### Appeals

A finding that the Code of Conduct was violated and the sanctions reached by the hearing panel may be appealed once by the respondent or complainant. Such appeals must be written and submitted to the Vice President, Administration and Student Services within 10 calendar days of the hearing panel's written decision. Sanctions will remain in effect until the final appeal is heard.

Except as required to explain the basis of new evidence, an appeal shall be limited to review of the verbatim record of the initial hearing and supporting documents for one or more of the following purposes:

1. To determine whether the original hearing was conducted fairly in light of the charges and evidence presented, and in substantial conformity with prescribed procedures giving the complaining party a reasonable opportunity to prepare and present evidence that the Code of Conduct was violated, and giving the respondent a reasonable opportunity to prepare and present a rebuttal of those allegations.
2. To determine whether the decision reached regarding the respondent was based on reasonable evidence; that is, without substituting its judgment for that of the hearing committee, the appellate decision-makers (Vice President, Administration and Student Services) shall consider whether the facts in the case were reasonably sufficient to establish that a violation of the Code of Conduct occurred.
3. To determine whether the sanction(s) imposed were appropriate for the violation of the Code of Conduct.
4. To consider evidence not brought out in the original hearing that might alter original hearing outcome.

If the Vice President, Administration and Student Services grants the appeal, the matter shall be remanded to a hearing panel (the original or a new panel) determined to be appropriate by persons considering the appeal. If the appeal is denied, the hearing panel's original decision is upheld and finalized.

### Confidentiality

Carrington wishes to foster an environment in which individuals feel free to discuss concerns and file complaints. Carrington understands that complainants, witnesses, and others involved in the investigation process may be concerned about the confidentiality of information they are sharing. In some cases, however, Carrington may be obligated to take action when it becomes aware of information relating to a complaint. Confidentiality will be maintained to the extent possible and consistent with Carrington's obligations in investigating complaints. Once an individual discloses identifying information to Carrington through the processes described above, he/she will be considered to have filed a complaint with Carrington. While the confidentiality of information received, the privacy of individuals involved, and compliance with the wishes of the complainant or witnesses cannot be guaranteed, they will be respected to the extent possible and appropriate.

### Retaliation

Carrington College prohibits retaliation against anyone who reports an incident of alleged harassment or discrimination, or any person who testifies, assists, or participates in a proceeding, investigation or hearing relating to such alleged harassment or discrimination. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. All complaints of retaliation should be reported in accordance with the appropriate complaint and/or grievance procedures of the College.

Submission of a good-faith complaint or report of sexual harassment or discrimination will not affect the

complainant's future grades, learning, or academic environment. Carrington College will discipline or take appropriate action against anyone who retaliates against any person who reports an incident of alleged harassment or discrimination, who testifies, assists or participates in a proceeding, investigation or hearing related to such harassment or discrimination.

All complaints of retaliation should be reported in accordance with the Student Complaint Procedure available in the student handbook. If following the student complaint procedure would result in the student being required to submit his or her complaint to the person whom he or she believes is retaliating against him or her, the student may submit the retaliation complaint to the Manager, Student Affairs, who will determine an appropriate party to address the retaliation complaint.

### Student Complaint Procedure

This policy outlines the pathways for investigating and addressing non-academic complaints to Carrington College from students about non-academic components of their experience at Carrington, including (by way of illustration only) such diverse topics as dissatisfaction with services provided at a campus or discrimination or harassment in violation of Carrington College policies.

The policy is designed to be flexible so as to accommodate the wide range of complaints that students may lodge with a college. Because no policy is one-size-fits all, Carrington reserves the right to deviate from this policy if the circumstances of a particular complaint or investigation call for additional flexibility.

General non-academic student complaints should be addressed to the administrator of the department at which the complaint is directed. For complaints regarding other students, see Code of Conduct in this handbook. For complaints pertaining to discrimination and/or sexual harassment, see the commitment to non-discrimination and non-harassment section of this handbook.

For complaints regarding academic issues, please see Grievance Procedures in the Academic Catalog.

### Terminology

1. The term "complaint administrator" is a Carrington College colleague or representative responsible for conducting an investigation when a complaint is raised

### Informal Complaint Process

In most cases, students should first attempt to resolve their concerns with the individual(s) most directly connected to the student's complaint. If the student is not comfortable discussing the matter with the individual(s) most directly involved, the student may take his/her informal complaint to a liaison not directly involved, such as the local student success manager or complaint administrator. Unlike in formal procedures, a complainant pursuing informal resolution of his/her complaint usually is not required to submit a written complaint to initiate the process. Under these informal procedures, the student may, at any time, elect to stop further action by withdrawing the complaint, subject to the confidentiality provisions noted below and with the understanding that, depending on the nature of the allegations, Carrington may be obligated to investigate the complaint with or without the complainant's involvement. Complaints addressed informally may not be investigated to the same degree as formal complaints. Mediation may be used as a method for resolving the complaint informally, but not all complaints are appropriate for mediation; for example, allegations of sexual misconduct are not appropriate for mediation. Adopting informal procedures for addressing complaints does not mean that the institution does not take these complaints seriously. Informal procedures simply provide an alternative method for addressing complaints. The complainant can also decide to file a formal complaint as described below at any time.

### Formal Complaint Process

If the informal procedure or direct conversation is not appropriate, or does not yield a successful resolution, the student can file a formal complaint in the following manner:

#### A. When to File a Complaint

Complaints should be filed by the student as soon as possible so that they can be addressed contemporaneously by Carrington College. In most cases, Carrington College will expect the student to come forward within 15 days of the student becoming aware of the concern or the student's last conversation in the informal process.

#### B. What to File

A formal complaint form (provided by the Program Director, Manager, Student Affairs, or their designee) should be submitted in writing and should include the following:

- The complainant's name, student number if applicable, address, email address, and phone number
- A complete description of the concern/issue – including date, location, and all individuals involved, either in the conduct complained of or as witnesses
- A description of what efforts, if any, have been made to resolve the issue informally, including individuals contacted by the student in the resolution attempt
- A statement of the resolution requested. If a student is hesitant or unwilling to put a complaint alleging discrimination, harassment (including sexual misconduct) or other unlawful conduct in writing, he or she is encouraged to discuss his/her concerns with the student success manager or complaint administrator. Similarly, if a student feels that changes to academic or other situations are appropriate or necessary to preserve the student's safety or well-being as a result of the circumstances involved in a complaint, he or she is encouraged to request assistance from the student success manager or complaint administrator.

#### C. Where to File Complaint

The complaint should be filed with the Student Success Center Manager or their designee at the location the student is attending.

Online students should file with their Student Success Center Manager. If the person holding one of these positions is the subject of the student's complaint, the student can submit the complaint to the Manager, Student Affairs, who will determine the appropriate person to investigate. The written complaint can be submitted electronically, in person, or by mail.

#### D. Notice of Receipt

Upon receipt of the formal complaint, the student success manager or complaint administrator should provide the complainant with a written notice acknowledging its receipt (via email and/or mail) and should review the complaint.

#### E. Investigation

The Manager, Student Affairs or his/her designee will initiate an investigation. The extent and components of the investigation will vary depending on the allegations and circumstances.

For purposes of illustration, an investigation may include the following steps, as appropriate:

- Reviewing the complainant's written complaint
- Gathering additional information or statements from the complainant
- Gathering information from any witnesses or other people (for example an instructor, staff or other students) with potentially relevant information
- Reviewing relevant documentation and policies
- Obtaining a response or written statement and other information from the individual(s) who is/are the subject of the complainant's complaint
- Attempting a resolution of the complaint between the student and the individual, if appropriate
- Assessing the information gathered and determining findings and proposed resolution for the

complainant. Complaints initiated through the formal process may be withdrawn in writing by the complainant, subject to the confidentiality provisions noted below and with the understanding that, depending on the nature of the allegations, Carrington College may be obligated to investigate the complaint with or without the complainant's involvement.

#### F. Findings and Notification

Upon completion of the investigation, the Manager, Student Affairs will report the findings of the investigation and any proposed resolution to the complainant. It is Carrington's goal to conduct an appropriate investigation and report back to the complainant in a timely manner, usually within 45 days of receipt of the complaint. The circumstances in particular cases may make a shorter or longer investigation necessary or appropriate.

#### G. Appeal

Within 10 calendar days of the issuance of the final report, the complainant may appeal to the Vice President, Administration and Student Services or his/her designee. The appeal form must be completed and submitted, and it must state a basis for the appeal. Basis on which a student may appeal are:

- There is new evidence that was unavailable at the time of the original investigation that would affect the outcome of the original decision.
- There were procedural irregularities in the complaint process that affected the outcome.
- The proposed resolution was not reasonable based on the evidence compiled during the investigation.

A copy of the Manager, Student Affairs or designee's written decision on the appeal shall be sent to the complainant in a timely manner. If the appeal decision requires further action, that action should be described in the appeal decision letter. The decision of the Manager, Student Affairs or designee on the appeal is final. Students should refer to the Code of Conduct, Sanctions, Hearing Panel, Interim Suspension and Appeals sections in the student handbook for comprehensive information.

#### Federal Education Rights and Privacy Act (FERPA)

Carrington respects the rights and privacy of its students and acknowledges the responsibility to maintain confidentiality of personally identifiable information. FERPA is a federal law that affords students rights with respect to their education records. Generally speaking, an education record is a record which contains information that is personally identifiable to a student and which is maintained by Carrington. Under FERPA, certain types of records (for example, confidential reference letters, certain security records, and records kept by school officials for their own personal reference) are exempted from the definition of an education record and are not made available to students. FERPA affords students the following rights with respect to their education records:

##### The right to inspect and review one's own education records

Students have the right to review their education records within 45 days of the day that Carrington receives their request. Students should submit written requests to the registrar that identify the record(s) they wish to inspect. Carrington will make arrangements for access and notify the student of the time and place where the records can be inspected. If the person to whom the student submits the request does not maintain the requested records, that person will either reroute the request or advise the student of the correct Carrington official to whom the request should be addressed.

##### The right to seek an amendment of inaccurate or misleading information

Students may ask Carrington to amend a record they believe is inaccurate or misleading. They should write to the Carrington official responsible for the record, clearly identify the part of the record they believe should be changed and specify why it is inaccurate or misleading. If Carrington decides not to amend the record as requested by the student, the student will be notified of the decision and advised of his/her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when they are notified of the right to a hearing. Following the hearing, if Carrington still decides

not to amend the record, the student has a right to place a clarifying statement in the record. Carrington is not required to consider requests for amendment to grades or disciplinary decisions.

### **The right to limit disclosure of personally identifiable information**

Students have the right to limit disclosure of personally identifiable information contained in their educational records, except to the extent that FERPA authorizes disclosure without consent. For example, exceptions that permit disclosure without a student's consent are disclosure to College officials who have legitimate educational interests in the records, and the disclosure of directory information. Directory information is not considered to be harmful or an invasion of privacy if disclosed. FERPA generally considers directory information to be public information which can be disclosed without a student's consent. However, if a student requests to have his or her directory information withheld, the information will be maintained in accordance with a student's other education records. Students' requests to withhold directory information should be directed to the local registrar, who will ask the student to complete a non-consent form to allow for recording this in Carrington's student information system. Directory information includes: name, address, telephone number, email address, date and place of birth, dates of attendance, student ID numbers, previous institution(s) attended, major field of study (program), current enrollment status, degrees and awards, past and present participation in officially recognized activities, and photographs or video taken of Carrington students, including security footage and official student pictures for identification purposes. Other exceptions apply that allow Carrington to disclose a student's information without their consent. For questions about Carrington's FERPA policy, contact the local registrar.

The right to file a complaint with the U.S. Department of Education if the institution fails to comply with FERPA requirements Complaints should be directed to:

#### **Family Policy Compliance Office**

U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-4605

### **Title IX Compliance**

The Title IX Coordinator is responsible for the school's overall compliance with Title IX, including response to reports of sexual misconduct affecting the campus community. The Title IX coordinator's contact information is listed below; questions about the application of Title IX and the school's compliance with it should be directed to this individual. If you wish to make a report of sexual misconduct affecting the campus community, follow the grievance procedure published in the student handbook (for students) or contact Human Resources (for colleagues). Students and colleagues can also report instances of sexual misconduct affecting the campus community through the anonymous reporting hotline available at [speakupadtalem.ethicspoint.com](https://speakupadtalem.ethicspoint.com).

#### **TiShaunda McPherson**

Director, Equity and Access  
630-829-0265  
[equity@adtalem.com](mailto:equity@adtalem.com)

#### **Camille Lee and Neil Callicot**

Title IX Coordinators  
630-829-0233  
[TitleIXCoordinator@carrington.edu](mailto:TitleIXCoordinator@carrington.edu)

Individuals experiencing harassment or discrimination also always have the right to file a formal grievance with government authorities:

## Office of Civil Rights (OCR) – Headquarters

400 Maryland Avenue SW  
Washington DC 20202-1100

### Customer Service Hotline:

Phone Number: 800.421.3481

TDD: 877.521.2172

Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Web: [ed.gov/ocr](http://ed.gov/ocr)

Regional Offices: [ed.gov/about/offices/list/ocr](http://ed.gov/about/offices/list/ocr)

## Sex & Gender-Based Misconduct Response & Prevention Policy

### Policy Statement

This policy applies to complaints or reports of alleged sex and/or gender-based misconduct. Carrington College (“Carrington”) expressly prohibits sex and/or gender-based misconduct which includes sexual harassment, sexual assault, rape, domestic violence, dating violence, stalking, sexual exploitation, and gender-based harassment. Any acts that meet this policy’s definitions of sex and/or gender-based misconduct are a violation of Carrington’s policy, and potentially applicable state and federal law. Carrington is committed to fostering an environment where any alleged violation of this policy is promptly reported and complaints are resolved in a fair and timely manner.

Creating a safe environment is the responsibility of all members of the community. Regardless of the definitions provided below, anyone who believes they are a victim of sex and/or gender-based misconduct should report the incident as soon as possible to the Title IX Coordinator (See “Coordinator” under “Definitions” below for contact information) or the campus complaint administrator in addition to seeking immediate medical and/or safety assistance.

### Scope

This policy applies to all members of the Carrington community, and includes, but is not exclusive to faculty, staff, students, Carrington visitors, volunteers, vendors, and persons related to, receiving or seeking to receive services, or otherwise pursuing studies with the organization. It also applies, as appropriate, to any alleged act of sex and/or gender-based misconduct that adversely impacts the Carrington community, whether those acts occur on or off campus.

### Definitions

“**Affirmative consent**” is the affirmative, knowing, conscious, voluntary, and mutual agreement to engage in sexual activity. Consent can only exist free from intimidation, force, threat of force or coercion. Under this policy, “No” always means “No,” and “Yes” may not always mean “Yes.” Anything but voluntary, conscious, affirmative consent to any sexual activity is equivalent to “no” for purposes of this policy. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other, or others, to engage in the sexual activity. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. While the legal definition of consent varies by jurisdiction (See “Related Information” for link to consent statutes by state), the following general rules apply when assessing whether consent has been/was given.

- Consent can never be assumed.
- The lack of protest or resistance does not constitute consent, nor does silence.
- Where there is use of threat, force or restraint by the accused, the lack of verbal or physical resistance or the submission by the victim does not constitute consent.
- The manner of dress of the victim does not constitute consent.
- The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never, by itself, be assumed to be an indicator of consent.
- Consent to sexual activity with one person does not constitute consent to sexual activity with another person.

- A person who initially consents to sexual contact including penetration may withdraw continued consent at any time during the course of that interaction. When consent is withdrawn or can no longer be given, engagement in sexual activity must stop.
- Consent to some form of sexual activity cannot automatically be taken as consent to any other form of sexual activity.
- A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: the person is incapacitated due to use or influence of alcohol or drugs; the person is asleep or unconscious; the person is under age; or the person is incapacitated due to a mental disability.
- Consent is required regardless of whether the person initiating sexual activity is under the influence of drugs and/or alcohol.
- A power differential between people engaged in a sexual act presumes the inability to consent for the less powerful person (e.g. the student in a student-colleague interaction; the supervisee in a direct report-supervisor interaction).

It is not a valid excuse to alleged lack of affirmative consent that the Respondent believed the victim consented to sexual activity if the:

- Respondent's belief arose from the Respondent's own intoxication or recklessness;
- Respondent did not take reasonable steps to ascertain whether the Complainant affirmatively consented; or
- Respondent knew, or a reasonable person should have known, that the Complainant was unable to consent because the Complainant was asleep, unconscious, incapacitated due to the influence of drugs, alcohol, or medication, or was unable to communicate due to a mental or physical condition.

**"Clery Act"** refers to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. Section 1092(f); 34 C.F.R. Part 668.46. The Clery Act requires that institutions annually disclose certain crimes which have occurred within a geography that includes campus buildings and adjacent locations. Annual disclosures are released on or by the 1st day of October each year.

**"Colleague Code of Conduct"** refers to the "Adtalem Code of Conduct and Ethics" ([https://www.adtalem.com/content/dam/atge/www\\_adtalem\\_com/documents/organizational-governance/code\\_of\\_conduct.pdf](https://www.adtalem.com/content/dam/atge/www_adtalem_com/documents/organizational-governance/code_of_conduct.pdf)) which is applicable to colleagues at all Adtalem Global Education institutions and offices and outlines colleagues' rights and responsibilities.

**"Colleague complaint procedure"** is the vehicle by which colleagues can bring to the administration's attention any complaint relating to their experience with Carrington or a member of the Carrington community. It is the mechanism for investigating and trying to resolve complaints raised by colleagues and can be found in the Commons > Quick Links > Policy Central.

**"Complaint administrator"** is a Carrington colleague or Adtalem Global Education representative responsible for conducting an investigation when a complaint of sex and/or gender-based misconduct is raised. To find the complaint administrator at any given location or for a particular complaint, consult the location's student handbook, student services, or the Title IX Coordinator.

**"Conduct administrator"** is an official authorized to administer disciplinary proceedings for respondents who may have violated the Code of Conduct applicable to students. A conduct administrator may serve as the sole member or as a participant in the conduct panel. Nothing shall prevent Carrington from authorizing the same conduct administrator to impose sanctions in all cases at a single or multiple locations.

**"Conduct panel"** means any person or persons authorized by the conduct administrator to determine whether a respondent has violated the Code of Conduct applicable to students and to determine appropriate sanctions.

**"Coordinator"** refers to the Title IX Coordinator. Ms. Camille Lee and Mr. Neil Callicot, Title IX Coordinators ([TitleIXCoordinator@carrington.edu](mailto:TitleIXCoordinator@carrington.edu) or 630-829-0233) are responsible for overseeing compliance with all aspects of this policy and designated to receive and monitor resolution for all Title IX reports.

“**CRC**” refers to the Coaching Resource Center which is available to managers to assist in addressing colleague relations concerns including complaints about colleague or vendor conduct.

“**Dating violence**” means sex or gender-based violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. While no form of violence is ultimately desirable, a distinction should be made between violent acts representing an effort to exert power and control within a dating relationship and defensive acts taken in response to ongoing verbal, psychological or physical abuse by a dating partner.

“**Domestic violence**” refers to sex or gender-based violence committed by either a current or former spouse of the victim; a person with whom the victim shares a child in common; a person who is or has cohabitated with the victim as a spouse; a person similarly situated to a spouse of the victim under the jurisdictional domestic or family violence laws; or any other person against a victim who is protected from that person's acts under the jurisdictional domestic or family violence laws. Based on jurisdictional definitions, domestic violence may constitute a felony or misdemeanor crime. While no form of violence is ultimately desirable, a distinction should be made between violent acts representing an effort to exert power and control within a domestic relationship and defensive acts taken in response to ongoing verbal, psychological or physical abuse by a domestic partner.

“**FERPA**” means the Family Educational Rights and Privacy Act, 20 U.S.C. Section 1232g; 34 C.F.R. Part 99. FERPA sets certain limits on the disclosure of student records. This policy is designed to work in tandem with FERPA, and nothing in this policy is intended to require or encourage non-compliance with FERPA.

“**Gender-based misconduct**” refers to unwelcome conduct, including harassment, of an unacceptable nature based on actual or perceived biological sex including behaviors based on gender identity, expression and nonconformity with gender stereotypes.

“**Member of the Carrington community**” includes students, faculty members or staff, and any other individuals associated with Carrington. The conduct administrator or complaint administrator shall determine a person's status in a particular situation.

“**Notice**” refers to any information regardless of whether it is direct, indirect, partial or complete received by a colleague that indicates possible sex or gender-based misconduct. When notice is received, colleagues are required to inform the Title IX Coordinator or their supervisor who in turn must make a report to the Title IX Coordinator.

“**One-up manager**” is a colleague's manager's manager. It is the person responsible for receiving a colleague's complaint when his/her direct manager is implicated in that complaint.

“**Policy**” is defined as a general administrative or operational direction with broad application throughout Adtalem Global Education and/or one or more of its institutions.

“**Rape**” is any penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim and/or by force. Rape may involve strangers or people who know one another (e.g. friend, classmate, relative, spouse or co-worker). In these instances, rape is often referred to as “acquaintance rape.” Rape is a crime regardless of a relationship or lack thereof between individuals.

“**Sexual assault**” is non-consensual sexual contact defined as physical contact of a sexual nature against the victim's will or without the victim's consent. It includes any intentional sexual touching, however slight, by direct physical contact or by use of any object, by a person upon another person, without consent and/or by force. Rape is a severe form of sexual assault.

“**Sexual contact**” means the deliberate touching of a person's intimate body parts (including lips, genitalia, groin, breast or buttocks, or clothing covering any of those areas), or using force to cause self-touching by another person of intimate body parts.

“**Sexual exploitation**” occurs when a person takes non-consensual or abusive sexual advantage of another for

the advantage or benefit of themselves or any other person that is not the person being exploited by the behaviors. Examples include but are not limited to: invasion of sexual privacy; prostitution; non-consensual recording of nudity or sexual activity; voyeurism; knowingly exposing someone to an STI, STD or HIV; intentional exposure of genitals in non-consensual circumstances; and sex- based stalking or bullying.

**“Sexual harassment”** refers to unwelcomed sex or gender-based advances, requests for favors or other verbal, written, online and/or physical conduct. Sexual harassment occurs when a person is the recipient of conduct of a sexual nature where: (1) Submission to, or toleration of, such conduct is made either explicitly or implicitly a term or condition of the student’s education or colleague’s employment; or

(2) Submission to or rejection of such conduct by an individual is used as the basis for academic decisions about the student or professional decisions about the colleague; or (3) Such conduct is sufficiently severe or persistently pervasive and objectively offensive thereby having the purpose or effect of unreasonably interfering with a person’s ability to participate in or benefit from Carrington’s educational, employment, social or other related programs.

**“Sex and gender-based misconduct”** is a broad term used to refer to all conduct prohibited by this policy. This encompasses sexual harassment, gender-based harassment, dating violence, domestic violence, rape, sexual assault, sexual exploitation and stalking. Sex and gender-based misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sex and gender-based misconduct can be committed by any person regardless of sex, gender or sexual orientation of the victim or perpetrator.

**“Stalking”** is a course of behavior directed at a specific person that would cause a reasonable person to feel fear for personal safety, or repetitive, menacing pursuit, following, harassing and/or interfering with the peace and/or safety of another.

**“Code of Conduct applicable to students”** refers to the policy titled “Code of Conduct” which is accessible in the student handbook. It outlines students’ rights and responsibilities, as well as the process by which action may be taken against a student for Code violations.

**“Student complaint procedure”** is the vehicle by which students can bring to Carrington’s attention any complaint relating to their experience with Carrington or a member of the Carrington community. It is the mechanism for investigating and attempting to resolve complaints raised by students. The student complaint procedure can be found in the student handbook (<http://students.carrington.edu/student-handbook/>)

**“Speak Up”** refers to SpeakUp Aetalem Global Education, a reporting system managed by a third party vendor (EthicsPoint), which encourages members of the Carrington community to come forward with questions or concerns, including allegations of sex and/or gender-based misconduct. Reports can be made anonymously or reporters can provide their name and contact information. All Colleagues are encouraged to reach out to askHR to escalate concerns, but if they do not feel they can do so, they can report the matter anonymously through SpeakUp. Colleagues are expected to ask legal, compliance and ethics questions and report suspected wrongdoing. Colleagues and students can utilize the SpeakUp program by phone at 1-866-421-0617 or on-line at [www.speakupadtalem.ethicspoint.com](http://www.speakupadtalem.ethicspoint.com). Matters are then assigned to appropriate members of the Aetalem Home Office or Institutional Leadership for review.

**“Stranger”** and **“Non-stranger”** are terms to describe the association between a Complainant of sexual harassment or sexual misconduct, and the Respondent. A “Stranger” is a person(s) not known by the Complainant at the time of the alleged sexual harassment or sexual misconduct. A “Non-stranger” is a person(s) known by the Complainant, whether the person(s) is known casually, intimately, or for a short or long period, at the time of the alleged sexual harassment or sexual misconduct. Carrington College’s Sex and Gender-Based Misconduct Response and Prevention Policy applies to misconduct involving both Strangers and Non-strangers, occurring on- or off-campus.

**“Title IX”** is a federal law which prohibits sex and gender discrimination in U.S. education. Under Title IX, sex and gender-based misconduct are forms of discrimination that require investigation and appropriate remediation when students, colleagues, or other members of the educational institution’s community are impacted. Title IX is

enforced by the U.S. Department of Education.

“**VAWA**” refers to the Violence Against Women Act, 34 CFR Part 668. VAWA supports community resources for victims of rape, sexual assault, stalking, dating violence and domestic violence and articulates expectations regarding the management of related concerns when a report is made to representatives of U.S. colleges and universities.

“**Carrington**” means Carrington College.

## Policy Statement

### Prevention and Awareness

Acts that are deemed to fall within the scope of this policy are violations of the Codes of Conduct, as well as the expectations of members of the Carrington community. These acts may also be crimes. In an effort to increase the likelihood of intervention and reduce the risk of sex and/or gender-based misconduct from occurring among its students and colleagues, Carrington is committed to providing primary and ongoing awareness and prevention programming.

Primary and ongoing awareness and prevention programs will cover the continuum of issues contemplated by this policy. Themes will include situational awareness and prevention strategies such as bystander intervention and other forms of risk reduction. While *bystander intervention* specifically refers to the safe and effective ways in which third parties can intervene to thwart sex and/or gender-based misconduct, *risk reduction* also encompasses various strategies to eliminate or reduce risk of harm by avoiding or removing oneself from situations that are dangerous or uncomfortable.

*Awareness programs* are events that occur online or in person that request active engagement of community members. It is the expectation and responsibility of each member of the Carrington community to participate in programming which will assist with ongoing prevention efforts, as well as effective and efficient identification and response when sex and/or gender-based misconduct does occur.

*Primary prevention and awareness programming* will include a comprehensive online education platform intended for viewing by all colleagues and students, as well as student-facing vendors if necessary and appropriate. The program will be completed by:

- New students and transfer students: within the student’s first six week of education
- Returning and continuing students who did not take the training as a new or transfer student: within the student’s first six weeks of return to education.
- Colleagues by the date stated in email notification.
- Specific vendors by the date stated in email notification

Access to the primary prevention program and its contents will be ongoing throughout the participant’s relationship with Carrington. Members of the Carrington community are encouraged to visit this resource regularly for personal, professional and academic purposes.

*Ongoing prevention and awareness campaigns* are public service announcements and campaigns, as well as messages and activities integrated into the day-to-day fabric of the academic community. These initiatives are intended to reinforce increased awareness regarding sex and/or gender-based misconduct and prevention strategies throughout the year. Carrington will continually seek formal and informal ways to incorporate additional awareness and prevention strategies, e.g., active and passive educational campaigns such as social norms poster campaigns, newsletter articles, presentations and volunteerism with local community resource agencies. When additional ongoing education is provided, the organizer will report that event, activity, or effort to the Title IX Coordinator for recordkeeping and quality assurance purposes. Toolkits including ideas and resources that support ongoing efforts and are related to the primary prevention and awareness programming will be made available to any campus upon request.

*Additional training* will be delivered to colleagues responsible for responding to reports of sex and/or gender-based misconduct, including but not limited to complaint administrators, conduct administrators, conduct

panelists, and appeal reviewers. These colleagues should complete the primary prevention and awareness programming described above, as well as remote or live training and/or consultation with the Title IX Coordinator before and during management of an allegation within the scope of this policy.

### Reporting

Victims may file a formal complaint with a designated local campus administrator or through the Title IX Coordinator.

**TiShaunda McPherson**  
Director of Equity and Access

[Equity@adtalem.com](mailto:Equity@adtalem.com)

630-829-0265

**Camille Lee**, Title IX Coordinator

**Neil Callicoat**, Title IX Coordinator

[TitleIXCoordinator@carrington.edu](mailto:TitleIXCoordinator@carrington.edu)

(630) 829-0233

Reports can also be made anonymously through the SpeakUp program (1-866-421-0617).

If a victim wishes to access local community agencies and/or law enforcement for support, Carrington will assist the victim in making these contacts.

Anyone may make a report regarding any information pertaining to violations of this policy. All Carrington colleagues (faculty, staff, administrators, and student workers) are required to immediately provide any information received about any actual or suspected sex and/or gender-based misconduct impacting the Carrington community to appropriate officials with some very narrow exceptions discussed elsewhere in this policy (see “Confidentiality”).

Regardless of how notice is received, reports may prompt a need for Carrington to investigate.

Any individual wishing to discuss a situation within the scope of this policy without triggering an immediate investigation should seek referral to mental health counseling services.

Students may seek support through ASPIRE at 1-888-470-1531 or via [info@myASPIREonline.com](mailto:info@myASPIREonline.com) and colleagues may seek support 24 hours a day, seven days a week through Colleague

Assistance Program at 877-623-3879. General hotline and other resource information can be found at the end of this policy and focused support services can be obtained through consultation with student services, the CRC, local human resources, or the Title IX Coordinator.

Individuals experiencing misconduct in violation of this policy are also always free to notify the U.S. Department of Education:

**Office of Civil Rights (OCR) - Headquarters**

400 Maryland Avenue, SW

Washington DC 20202-1100

Customer Service Hotline #: (800) 421-3481

TDD#: (877) 521-2172

Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Web: <http://www.ed.gov/ocr>

Regional Offices: <http://www2.ed.gov/about/offices/list/ocr/addresses.html>

### Support and Resources

The Carrington official who receives notification of alleged sexual and/or gender-based misconduct will offer appropriate support or refer the victim directly to immediate assistance. Assistance may initially require supported access to local medical, mental health, legal or law enforcement resources and could include academic accommodations, changes in housing for the victim or a respondent student, changes in working situations and other arrangements as may be appropriate and available (such as limiting orders, campus escorts, transportation assistance, or targeted interventions). No victim is required to take advantage of these services

and resources, but Carrington provides them in the hope of offering help and supporting minimal disruption to access to academic programming or the workplace. If circumstances related to an incident change over time, these and other supportive accommodation options may be revisited. Carrington may also provide referrals to counseling services, at the victim's option, including but not limited to the confidential colleague and student support services outlined above (See "Reporting"). Local resource lists can also be found through the Student Success Center. A brief list of national and international referral sites can be found at the end of this policy.

### Disciplinary Review and Action

Acts of sex and/or gender-based misconduct are subject to disciplinary action. Disciplinary action is not intended to determine criminal responsibility. Rather it is intended to identify and respond to violations of Carrington policy and community standards. Separate and distinct disciplinary action may also be considered in instances of retaliation against those who, in good faith, report or disclose an alleged violation of the comprehensive policy, file complaint, or otherwise participate in the complaint resolution procedure. Failure by a respondent to adhere to interim protective measures will be considered a form of retaliation or an extension of the initial allegations. Carrington will utilize the preponderance of evidence standard to determine if a violation of the Sex and Gender-Based Misconduct Response and Prevention Policy occurred. The preponderance of evidence standard means that, based on all of the information available, it is more likely than not that the alleged sexual harassment or sexual misconduct occurred.

When the victim chooses, or Carrington believes it is necessary, a prompt, fair and impartial investigation will be initiated. In the event that a victim requests that an investigation not occur, their request will be honored when possible and unless Carrington determines in good faith that failure to investigate creates a potential risk of harm to the reporting individual or other members of the community. Factors used to determine whether to adhere to such a request include, but are not limited to whether: the accused has a history of violent behavior or is a repeat offender; the incident represents escalation in unlawful conduct on behalf of the accused from previously noted behavior; there is an increased risk that the accused will commit additional acts of violence; the accused is alleged to have used a weapon or force; the reporting individual is a minor; Carrington possesses other means to obtain evidence; and/or available information reveals a pattern of perpetration by a specific person, at a given location, or by a particular group.

If allegations appear to be substantiated based on the totality of the circumstances, a respondent student may be subject to the Code of Conduct process, which will determine any violation of this policy based upon a preponderance of evidence. The student complaint procedure which details the investigation and resolution processes, and the Code of Conduct applicable to students, which details the student disciplinary hearing process, can be found in the student handbook or online here: <http://students.carrington.edu/student-handbook/>

If allegations of colleague misconduct are substantiated to the preponderance of evidence standard through the investigation, colleague discipline may be imposed. The colleague complaint procedure, which details the investigation and resolution processes and prohibited colleague conduct, can be found on the Commons Portal > Quick Links > Policy Central.

The Title IX Coordinator will monitor the investigation and resolution of reports of sex and/or gender-based misconduct and facilitate compliance with this policy. Furthermore, the Title IX Coordinator will work with campus administration to identify and initiate strategies intended to remedy the effects on the victim and the Carrington community to the extent practicable and reasonable to prevent the recurrence of similar misconduct.

Privacy of the records specific to sex and/or gender-based misconduct investigations is maintained in accordance with applicable law, including FERPA. Any public release of information to comply with the timely warning provisions of the Clery Act will not include the names of victims or information that could easily lead to a victim's identification. In appropriate instances, pertinent interim actions and the results of disciplinary hearings regarding the alleged perpetrator of misconduct will be disclosed to the alleged victim and/or complainant. Confidentiality will be maintained whenever possible, however Carrington reserves the right to exercise

discretion and disclose details of an incident or allegation to assure community safety or the safety of an individual.

It is Carrington's policy to hold perpetrators of sex and/or gender-based misconduct accountable for their actions through appropriate student conduct or personnel procedures, and by working with community agencies and law enforcement as appropriate.

Carrington's internal review processes shall run concurrently with any criminal justice investigation and proceeding, except for temporary delays as requested by external entities while law enforcement gathers evidence. Temporary delays should not last more than ten days except when law enforcement specifically requests and justifies a longer delay.

Internal mediation between the alleged victim and respondent will not be used to resolve an allegation of sexual misconduct.

Prior sexual history with persons other than the other party in a judicial or conduct process, as well as any mental health diagnosis and/or treatment will be excluded from student conduct hearings at the student's preference. Past findings of domestic violence, dating violence, stalking, or sexual assault may be admissible in the stage of a review process that determines sanction.

Investigation and response to allegations of sex or gender-based misconduct will include the following, without limitation: trauma informed assistance to the victim/survivor as appropriate; an interview with the victim/survivor; identifying and locating witnesses; contacting and interviewing the respondent; cooperating with law enforcement.

In any complaint of sex or gender-based misconduct, the person bringing the accusation and the responding party are both entitled to the same opportunities for a support person or advisor of their choice throughout the process, consistent with any guidelines set forth applicable to students or colleagues. Once complete, the parties will be informed, in writing, of the outcome. Notice to both parties will include the findings, as well as the sanctions/discipline (if any) to the degree possible and always when the sanction/ discipline is directly relevant to that individual. Delivery of this outcome will not be unduly delayed to either party, and should occur in the same form and format and as near to simultaneously as possible.

#### Sanctions for student misconduct

Appropriate disciplinary sanctions for substantiated violations of this policy by students, up to and including expulsion, will be imposed in accordance with the Code of Conduct applicable to students found here: <http://students.carrington.edu/student-handbook/>. The full list of available sanctions is provided in the Code of Conduct applicable to students. This policy statement is not intended to replace or substitute for the Code of Conduct applicable to students. This policy is a supplement to the community standards that the Code of Conduct applicable to students sets forth. Alleged violations of this policy will be referred to the applicable complaint administrator and/or conduct administrator for appropriate review. All parties in a student conduct proceeding will be informed at the same time and in the same manner of any final determinations, as well as Carrington's appeal process, and their rights to request an appeal. Should any change in outcome occur prior to finalization (e.g., a re-hearing ordered upon appeal), all parties will be informed at the same time and in the same manner, and will be notified when the results of the conduct process is finalized. In addition, violations of this policy may trigger application of sanctions to a student imposed under local, state, or federal law.

#### Sanctions for colleague misconduct

Alleged violations of this policy by colleagues will be referred to the CRC for appropriate review. Disciplinary sanctions for a colleague's violation of this policy may include written reprimand, warning, probation, suspension, housing suspension, housing expulsion, limiting order, change in job assignment, office relocation, reduction of awards under the management incentive plan, or termination of employment or contract, and will be imposed in accordance with applicable Carrington policies and procedures. Carrington reserves the right to

impose further and/or different sanctions appropriate to an individual situation. In addition, violations of this policy may trigger application of sanctions to a colleague imposed under local, state, or federal law.

### Reporting by colleagues to external authorities

Colleagues who are made aware of a possible violation of this policy are required to contact their manager or one-up manager and also the Title IX Coordinator. Colleagues can also submit named or anonymous reports of sexual and/or gender-based misconduct by utilizing the ATGE “Speak Up” hotline at [www.speakupadtalem.ethicspoint.com](http://www.speakupadtalem.ethicspoint.com). Colleagues should contact the Title IX Coordinator with any questions about whether a report to law enforcement is appropriate. Nothing in this policy prohibits a student or colleague from reporting a crime directly to local authorities.

Disciplinary procedures are independent of any and all procedures and proceedings under local, state, or federal criminal or civil law. In all cases, Carrington reserves the right to refer cases for parallel criminal prosecution or to pursue sanctions regardless of criminal prosecution. Violations of this policy by a visitor, volunteer, vendor, agents, or other third parties affiliated with Carrington may also result in the termination of pre-existing or future relationships.

### Victim Rights

Carrington will take interim steps to protect victims of sex and gender-based misconduct and maintain a positive learning and working environment by minimizing or eliminating contact between a complainant and a respondent and providing reasonable academic, employment, and administrative accommodations in accordance with the Clery Act and Title IX. Students who are victims of sex and/or gender-based misconduct may request a change in their academic arrangements by contacting student services, the Title IX Coordinator, or local leadership. Colleagues who are victims of sex and/or gender-based misconduct may request a change in their employment arrangements by contacting their one-up manager, the CRC, the Title IX Coordinator, or local leadership.

Victim’s rights include:

1. The right to notify or not notify law enforcement, and to request and receive assistance from Carrington in making a report if desired.
2. The right to summary information on all available response options, such as complaint resolution procedures, including the necessary steps and potential consequences of each option whether or not a formal report is made to the institution.
3. The right to be free from undue coercion from Carrington to pursue or not pursue any course of action.
4. The right to be informed of the institution’s role regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a civil, criminal, or tribal court (when applicable).
5. The right to request and receive information on how to make a confidential report for the purposes of tracking campus crime without otherwise divulging details that would require or permit Carrington to investigate and respond (when the incident has not yet been reported to a colleague required to notify the Title IX Coordinator).
6. The right to contact information for the Title IX Coordinator, available confidential advisors, community-based resources (sexual assault crisis centers or other appropriate support services), campus security and/or local law enforcement.
7. The right to be fully informed of any applicable disciplinary conduct process and procedures.
8. The same rights as the accused to attend and have a support person of their choice and/or witnesses present at student conduct hearings and any meetings leading up to such a hearing.
9. The right to be informed of the outcome of any student or colleague conduct process involving alleged sex or gender-based misconduct regardless of participation in the process leading to that outcome. In the case of student conduct proceedings, victims have the right to appeal the outcome.
10. The right to request interim protective measures and accommodations including a change in academic, employment, on-campus living, transportation or other arrangements after the alleged sex or gender-based

misconduct and to be informed of the reasonably available options for those changes.

11. The right to obtain and have enforced a campus-issued limiting instruction or no contact order or a court issued order of protection or no contact order.
12. The right to be informed about Carrington's ability to provide assistance, upon request, in accessing and navigating campus and/or community resources for health, mental health, advocacy, and/or other services for survivors of sexual assault, relationship violence and other forms of sexual misconduct.
13. The right to be free from any suggestion that they are at fault or should have acted in a different manner to avoid reported sex or gender-based misconduct.
14. The right to not be required to describe the incident to more representatives than absolutely necessary for proper investigation and response and under no circumstances will a victim be required to repeat details of the incident to secure appropriate accommodations.
15. The right to make an impact statement during the point in any conduct review process where the decision maker is prepared to deliberate on appropriate sanctions.

*For all colleagues:* In the event that a violation of this policy is reported to you, the victim should be provided with the above-listed options and a copy of this policy. For more specific instructions on how to properly comply with this policy, please consult the Title IX Coordinator.

### Amnesty for Victims and Witnesses

Carrington will investigate allegations of sex and gender-based misconduct, including when drugs or alcohol may have been involved. Carrington encourages the reporting of sex and gender-based misconduct by victims and witnesses who are sometimes hesitant to report to Carrington officials or participate in the resolution processes because of concern that they may be accused of policy violations, such as underage drinking or drug use at the time of the incident. It is in the best interest of the community that victims and witnesses come forward to share what they know regarding violations of this policy. To encourage reporting, Carrington grants victims and witnesses amnesty, when appropriate, for potential Carrington policy violations, and provides all parties and witnesses other interim measures, as appropriate or needed.

Similarly, Carrington encourages direct assistance to those in need as a result of sex or gender-based misconduct. In instances where minor policy violations are revealed as a result of a person providing assistance to a victim, policy violations should not be overlooked, however the Carrington may provide educational options, rather than punitive sanctions, to those who offer their assistance.

### Retaliation

Carrington prohibits retaliation against anyone who reports an incident of sex and gender-based misconduct or any person who assists or participates in a proceeding, investigation or hearing relating to such allegations. Any allegation of retaliation related to the investigation or resolution of a sex or gender-based misconduct allegation will be treated as an independent Title IX complaint requiring consideration of appropriate reparative interim action, as well as investigation and resolution as described in this policy.

Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. All complaints of retaliation should be reported in accordance with Carrington's complaint procedures. If Carrington's procedures would result in students or colleagues being required to submit a complaint to the person whom they believe is retaliating, students or colleagues may submit the retaliation complaint directly to the Title IX Coordinator, or to the campus or location leader or one-up manager, who should also inform the Title IX Coordinator.

Submission of a good-faith complaint or report of sexual or gender-based misconduct will not adversely affect the complainant's future academic or work environment. Carrington will discipline or take other appropriate action against anyone who retaliates against any person who reports an incident of alleged sexual or gender-based misconduct or who retaliates against any person who assists or participates in a proceeding, investigation or hearing related to such allegations.

## Confidentiality

Carrington wishes to create an environment in which individuals feel free to discuss concerns and make complaints. Carrington understands that complainants, witnesses, and others involved in the investigation process may be concerned about the confidentiality of the information they are sharing. In some cases, however, Carrington may be obligated to take action when it becomes aware of information relating to a complaint.

Confidentiality in cases of sex and/or gender-based misconduct will be maintained to the extent permissible by law and consistent with Carrington's obligations in investigating complaints. Once an individual discloses identifying information to Carrington through the processes described above and in the applicable complaint procedures, that person will be considered to have filed a complaint with Carrington. While the confidentiality of information received, the privacy of individuals involved, and compliance with the wishes of the complainant or witnesses cannot be guaranteed, they will be respected to the extent possible and appropriate.

If students or colleagues wish to speak with someone who can assure confidentiality, they are encouraged to access counseling services available by referral through Carrington's third party providers: ASPIRE (for students) at 1-888-480-1531, [info@myASPIREonline.com](mailto:info@myASPIREonline.com), or <http://myaspireonline.com>; and GuidanceResources (for colleagues) at 1-877-623-3879.

## Resources & Tools

### Risk Reduction Tips

Responsibility for sexual misconduct rests with those who commit such acts. Risk reduction tips are not intended to blame the victim. There are precautions we all can take which may limit our exposure to situations which may result in non-consensual sexual acts.

- Communicate limits/ boundaries and respect the limits/ boundaries of others.
- Clearly and firmly say "No" to a sexual aggressor.
- If possible, leave the physical presence of a sexual aggressor or otherwise violently aggressive person.
- If someone is nearby, ask for help.
- Take responsibility for your alcohol/ drug use. Acknowledge that alcohol/ drugs lower sexual inhibitions and may make you vulnerable to someone who sees an impaired person as a sexual opportunity.
- Do not take advantage of someone's intoxication or altered state even if alcohol or drugs were consumed willingly.
- If you choose to share intimate images, pictures, videos or content with others, even those you trust, be clear about your expectations regarding how the information may be used, shared or disseminated. If such information is shared with you, do not share it with others.
- Take care of friends and ask that they take care of you.
- As a sexual initiator, clearly communicate your intentions and give your sexual partner the opportunity to clearly communicate the same.
- Do not make assumptions about consent, sexual availability, sexual attraction, how far an interaction can go, or about physical and/or mental ability to consent.
- Remember that consent should be affirmative and continuous. If there is any question or ambiguity, you should proceed as if you do not have consent.
- Consider mixed messages from a partner to be an indication that sexual conduct should stop so that better communication can occur.
- Recognize the potential for a sexual partner to feel intimidated or coerced by you as a result of a power advantage, your gender, your demeanor or your physical presence. Do not use or abuse that power

### Bystander Intervention Strategies

Intervention by classmates, colleagues and others within proximity to the precursors or signs of possible sexual assault, sexual exploitation, dating violence, domestic violence or stalking can significantly impact the course of

an interaction between a latent perpetrator and victim. Bystanders may also encourage friends, classmates and colleagues who are already experiencing victimization to seek assistance sooner than they may have without encouragement, support, or acknowledgement. Community members are encouraged to recognize warning signs and to consider possible methods of interference in various scenarios before opportunities to intervene arise. By planning ahead, we all maximize the likelihood of being empowered to take safe actions to either prevent sexual misconduct or offer paths to eliminate ongoing victimization.

When a member of the Carrington community observes threatening, coercive, forceful, aggressive or harassing behavior, it is important to assess the situation to determine the best possible course of action for all concerned. Some forms of intervention are direct, while others will be less apparent to the perpetrator or others within range of the interaction. Examples include but are not limited to:

- Making up an excuse to get someone out of a dangerous situation.
- Stepping in to change the course of an interaction.
- Warning potential or perceived perpetrators that their actions may lead to severe consequences.
- Refusing to leave the company of a potential victim despite efforts by an aggressor or pursuer to get the potential victim alone.
- Remaining on the scene of observed misconduct and offering to make a statement or act as a witness subsequent to intervention by security, administration or the police.
- Taking steps to reduce alcohol or drug consumption within a potentially dangerous social situation.
- Calling and cooperating with security, administration, the police or others to assist with intervention and accountability.
- Expressing concern or offering resources when you notice someone with unexplained or frequent injuries.
- Refusing to consider sex and/or gender-based misconduct a personal or private matter between the victim and the perpetrator.

#### **Procedures to Follow After a Sexual Misconduct Incident**

Victims of any sexual misconduct that might constitute a crime, including domestic violence, dating violence, sexual assault, stalking, and rape (including acquaintance rape) that impacts the Carrington community have the option and are encouraged to contact local law enforcement authorities.

Whenever possible, victims should report a violation of this policy as soon as possible and preserve evidence as may be necessary to prove that domestic violence, dating violence, sexual assault, or stalking occurred, or to obtain a protection order. Victims of sexual assault or rape are strongly encouraged to report the incident as described in this policy to deter future assaults and to ensure that victims receive the services they need. Steps should be taken to help deal with physical and emotional trauma associated with the violation. Recommended steps include:

1. Go to a safe place; go somewhere to get emotional support.
2. Consider reporting the incident to the police. If requested, Carrington will assist with notification.
3. Report the misconduct to the Dean of Academic Affairs or Executive Director, one-up manager, campus incident commander, Title IX Coordinator, or the CRC.
4. For your safety and well-being, immediate medical attention is encouraged. Being examined as soon as possible, ideally within 120 hours, is important especially in the case of rape and other forms of sexual assault. The hospital will arrange for a specific medical examination at no charge. To preserve evidence, it is recommended that, if at all possible, you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate or change clothes before that exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care. Additionally, you are encouraged to gather bedding, linens or unlaundered clothing and any other pertinent articles that may be used for evidence. Secure them in a clean paper bag or clean sheet.
5. Even after the immediate crisis has passed, consider seeking professional counseling and the support of local and specialized support agencies such as sexual assault recovery centers and domestic violence safe houses. This can help to recover from psychological effects and provide a safe environment for recovery.

6. Contact student services, one-up manager, Title IX coordinator, or the CRC if you need assistance with Carrington related concerns, such as implementing no-contact orders or other protective measures. Carrington may also liaise with local authorities to assist an individual who wishes to obtain protective or restraining orders.

Victims are not required to report an incident to law enforcement authorities, but campus authorities will assist victims who wish to do so. Anyone with knowledge about a sexual assault or other sex or gender-based misconduct is encouraged to report it immediately to the Title IX Coordinator in order to permit a coordinated report to the applicable law enforcement authorities when appropriate. Nothing in this policy prohibits a student or colleague from reporting a crime directly to local authorities.

Please refer to the “Related Information” section of this document for a link to local resources for advice and assistance to victims.

### **Related Information**

#### **Resources for Victims of Sexual Misconduct**

Local Resources can be found in the Annual Disclosure reports distributed to each campus community and posted on the Student Consumer Information page of Carrington’s web site. The reports are available by location in a drop-down menu and contain lists of local resources available to victims of sex and gender-based misconduct. The resource lists are updated annually.

To access this information, go to: <http://carrington.edu/carrington-college/student-consumer-info/>

Additionally, the following resources exist to provide information and links to local assistance:

#### ***National Sexual Assault Hotline***

1-800-656-HOPE (4673)

<https://www.rainn.org/>

#### ***National Domestic Violence Hotline***

1-800-799-7233

(TTY) 1-800-787-3224

<http://www.thehotline.org/>

#### ***National Network to End Domestic Violence***

<http://nnedv.org>

<http://womenslaw.org/> [Legal information and resources]

#### ***National Stalking Resource Center***

<http://victimsofcrime.org/>

#### ***National Teen Dating Abuse Helpline***

1-866-331-9474

1-866-331-8453 (TTY)

<http://www.loveisrespect.org/>

#### ***National Suicide Prevention Hotline***

1-800-273-TALK (8255)

<https://suicidepreventionlifeline.org/>

***The White House Task Force to Protect Students from Sexual Assault***  
[NotAlone.Gov](http://NotAlone.Gov)

***Americans Overseas Domestic Violence Crisis Center***  
1-866-USWOMEN (International Toll-Free)  
crisis@866uswomen.org

***U.S. Embassy***  
<https://www.usembassy.gov/>

***School and College Organization for Prevention Educators***  
Consent Statutes Listed by State: <https://wearescope.org/resources/consent-statutes/#list>

***Child Welfare Information Gateway***  
<https://www.childwelfare.gov>

***State Statutes Including Mandatory Reporting Laws***  
[www.childwelfare.gov/topics/systemwide/laws-policies/state](http://www.childwelfare.gov/topics/systemwide/laws-policies/state)

#### **Commitment to Non-Discrimination and Non-Harassment**

Carrington is committed to providing an education conducive to the personal and professional development of each individual and is committed to maintaining an academic environment free of discrimination and harassment based on race, color, religion, national origin, sex, age (40 or older), disability, veteran status, sexual orientation, political affiliation (and any other legally protected classes in the relevant jurisdiction) that complies with Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and applicable state and local laws. Carrington will not tolerate, condone or allow discrimination or harassment, whether engaged in by fellow students, instructors, or staff. Refer to published statements regarding discrimination in the academic catalogs, available via [carrington.edu/carrington-college/catalogs](http://carrington.edu/carrington-college/catalogs).

What is discrimination?

For purposes of this section, impermissible discrimination occurs when a person is treated less favorably based solely on the person's membership in one of the legally protected groups listed above. Impermissible discrimination involves taking detrimental action against a person that is not based on the person's individual abilities or merit, but rather on the collective group to which the person belongs.

What is harassment?

Harassment is a form of discrimination. Harassment is unwelcome, offensive behavior that is based one of the legally protected groups listed above and which is severe or pervasive enough to create an environment that a reasonable person would consider hostile. Examples of words or conduct that may constitute harassment that would violate this policy are:

- (a) Verbal abuse, slurs, derogatory comments, or insults about, directed at, or made in the presence of an individual or group based on protected status. This could include telephone calls, emails, instant messages, etc.
- (b) Display or circulation of written materials or pictures that are degrading to a person or group based on protected status.
- (c) Damage to, trespass to, or unauthorized use of property, such as spraying or scratching of a motor vehicle,

damage or theft of property, based upon the protected status of an individual or group.

(d) Physical contact or verbal threats based upon the protected status of an individual or group.

What is sexual harassment?

Sexual harassment is a form of sexual discrimination in which the harassment (as described above) is based on a person's sex (including gender and sexual orientation). Sexual harassment is encompassed in the broader term sexual misconduct.

Sexual harassment occurs when a person is the recipient of conduct of a sexual nature where:

- (a) Submission to, or toleration of, such conduct is made either explicitly or implicitly a term or condition of the student's education;
- (b) Submission to or rejection of such conduct by an individual is used as the basis for academic decisions about the student; or
- (c) Such conduct has the purpose or effect of unreasonably interfering with the student's welfare or academic performance, or creates an intimidating, hostile, offensive or demeaning academic environment.

Whom to contact if you think you have been discriminated against or harassed

The Manager, Student Affairs is available to serve as a resource to any student or other member of the Carrington community who has a discrimination or harassment inquiry or complaint. These resource persons have information about the College's non-discrimination policy, rules and procedures (including information about confidentiality), as well as options available for the investigation and resolution of complaints. Individuals with a discrimination or harassment inquiry or complaint may be more comfortable speaking with someone of the same gender, and the resource persons listed can assist in finding help of the preferred gender.

Students who wish to file discrimination or harassment complaints should follow the Student Complaint Procedure published in this handbook. For complaints involving sex or gender discrimination, please contact Adtalem Global Education's Associate Title IX Coordinator, Camille Lee at [TitleIXCoordinator@adtalem.com](mailto:TitleIXCoordinator@adtalem.com) or (630) 353-7075.

### HIPAA and Privacy Expectations

Title II of the Health Insurance Portability and Accountability Act (HIPAA) provides federal protection for patients' personal health information. Its Security Rule specifies a series of administrative, physical, and technical safeguards for covered entities to use to assure the confidentiality, integrity, and availability of electronic protected health information. Students in Carrington College's allied health or allied health-related curricula will receive training on communication about protected information as well as maintenance of and access to medical records and must follow all procedures to protect personal health information.

It is imperative that patients' confidentiality and rights are protected. No pictures or autographs of patients, patient files or data are permitted. At NO time will recording devices or active camera devices be allowed in the externship or clinical setting. Cell phones and pagers must be put on silent mode and only used during break times outside of immediate externship or clinical hours. These sites may have more strict policies that students are required to follow.

Students may have access to confidential health-related information concerning other students and instructors. It is understood that this information has been obtained and recorded for the purpose of supporting the educational mission of the program and to further advance the student's education. This applies to all forms of communication, i.e. verbal and written communications, social media, and email. Each student agrees to use this information only for the purpose of learning responsibilities and will not disclose information about any student or an instructor at Carrington College to non-Carrington personnel, or other Carrington student/staff/instructors not directly involved with the current situation for which the information was collected.

Violations of this section may result in the student being charged with a violation of the Student Code of Conduct.

## **Commitment to a Safe and Clean Environment**

### **Campus Safety and Security**

Safer campuses can only be achieved through the cooperation of students, instructors and staff. As members of this academic community, students must report crimes, suspicious activities or other emergencies on campus to the appropriate college official (e.g. Campus Security, or the chief location administrator). Students who witness or are victims of a crime affecting the Carrington community should immediately report the incident to local law enforcement in the community, in which the campus is located, and to the College. Carrington will investigate such crimes and, when appropriate, bring them to the attention of the conduct administrator and other College officials such as the Title IX Coordinator. Given public concern about escalating incidents of school violence, the College will take appropriate administrative action to protect the community. Student behavior that causes campus safety or security concerns will typically be addressed pursuant to the Interim Suspension provisions of the Code of Conduct. Accordingly, immediate suspension and eventual expulsion may result for students who:

- Possess, sell or otherwise furnish a firearm
- Brandish a knife at another person
- Sell a controlled substance
- Commit or attempt to commit a sexual assault or sexual battery
- Possess an explosive
- Cause serious physical injury to another person, except in self-defense
- Possess any knife or other dangerous object of no reasonable use
- Unlawfully possess any controlled substance
- Commit robbery or extortion
- Commit assault or battery

Nothing in this policy should be construed as limiting or preventing the College's discretion to take other action, which, in the College's sole discretion is necessary or advisable to promote campus safety and security. Carrington takes seriously any threats made to cause harm to others or to oneself. Threats to harm others will be handled through the Code of Conduct, and may involve an interim suspension and/or the engagement of law enforcement officials until conduct proceedings are completed. In the case of threats to harm oneself, the College may call local law enforcement officials or other persons acquainted with the person making the threat for the purposes of checking on that person's welfare. The College may also work with the person to determine available resources and appropriate next steps.

### **Emergency Closing**

Carrington College reserves the right to alter its class schedule due to inclement weather, campus emergencies, or other unforeseen situations. Depending on the class schedule, course make-up hours may be held on Fridays, in the evening, or on the weekends. In some circumstances class schedules may be extended to make up missed days. For questions about whether a campus has been closed due to weather or other emergency, students should call the front desk.

### **Emergency Notification System**

SIREN is Carrington College's emergency notification system for informing students if and when there is potential danger at a location (circumstances may include, but are not limited to, physical danger, hazardous weather conditions, and/or campus closing). Students are automatically added to the SIREN system unless otherwise requested.

Emergency notification(s) will be sent through all contact methods (e-mail, phone, and/or text messages). Questions should be directed to the Success Center Manager.

### **Guests**

Guests, including children of students, are not permitted on campus without specific prior authorization of the Student Success Center Manager. When so permitted, students are responsible for their guests and must see that they obey all College regulations. Any child that is brought to the campus must be under constant supervision of the responsible party. Children may not be brought to class, lab or clinical sessions, the library or Student Success Center (SCC). Guests should not be present on campus without approval of the College's administration. All guests must check in at the front desk of the campus to obtain a visitor identification badge, which must be worn at all times.

### Infectious Disease/Radiation Management

Carrington College students in healthcare and security related professions are often in situations which may impose health risks. These situations may include, but are not limited to, exposure to ionizing radiation, hazardous materials, blood borne pathogens and infectious diseases. In addition, several programs require students to be able to perform certain physical tasks such as lifting up to 50 lbs. Students are encouraged to discuss these issues with their family physician to determine their level of risk. Student's requiring accommodations should consult the handbook section addressing the Americans with Disability Act.

### Informed Consent

Throughout Carrington's health care programs, students perform or participate in demonstrations, interventions, and assessments (collectively known as "activities") on other students, instructors, and/or patients. All persons involved in these activities are considered "human subjects." All instructors and students must accept the following responsibilities and follow these guidelines when involved in activities with human subjects.

#### Instructor Responsibilities

Prior to participation as a human subject or practitioner in an activity, the instructor shall:

- Explain the purpose, risks, and benefits of the activity
- Provide the opportunity for questions regarding the activity
- Provide an appropriate level of supervision throughout the activity
- Respect the student's and/or patient's rights not to participate as a human subject without repercussion

#### Human Subject Responsibilities

While participating as a human subject in an activity, the human subject shall:

- Inform the instructor of any medical condition or change in medical condition that would prevent safe participation in the activity
- Immediately notify the student practitioner and instructor of any discomfort or adverse effect(s) caused by the activities
- Immediately request that the instructor assist in the application of an activity if there is any concern about the skill or procedures used by the student practitioner
- Immediately report any injury subsequent to the activity to the instructor
- Any individual with specific health concerns is expected to inform and communicate with their personal physician to determine if a specific activity is appropriate.

#### Student Practitioner Responsibilities

While engaging in activities on a human subject, the student shall:

- Obtain verbal consent from the human subject
- Immediately terminate the activity upon verbal command or physical indication by the human subject or instructor

- Only perform activities for which they have been adequately prepared
- Perform all activities in the presence of an Instructor or Program Director, unless specifically authorized.
- Request assistance from the instructor, when needed
- Inform the instructor of any factors that may prevent safe performance of an activity

### Policy regarding Students with Health Conditions Including Pregnancy

Students are not required to disclose medical or other physical conditions such as pregnancy.

Students who have a history of cancer, immune deficiency, or become pregnant during their program of study may be able to safely continue in their program. However, there are risks of exposure to radiation, blood borne pathogens, live animals and chemical agents routinely found in medical, dental and veterinary practice. Students are encouraged to consult their physician regarding their program of study and potential hazards and risks associated with working in a medical, dental or veterinary setting. Please contact the Program Director for additional information regarding potential health risks.

Students are encouraged to discuss the program, setting, and risks associated with their personal physician to make an informed decision regarding continuation in the program. If a student has any permanent or temporary medical concerns that may require an accommodation, students should contact the Office of Disability Services at [ADA@carrington.edu](mailto:ADA@carrington.edu) to request an accommodation.

Students are encouraged to notify their instructor as soon as pregnancy is determined to ensure students are not asked to perform tasks that may be hazardous to their unborn fetus. Upon notification, the instructor will discuss the following information with the student:

- The stage of pregnancy
- The student's stage in the program
- The student's intentions to remain in the program

The Program Director will advise the students of the following:

- A. Any options available to the student to continue in the program and reduce their risks or take a leave of absence if delivery falls towards the end of an academic term.
- B. Inform the student of the requirements needed to qualify for a leave of absence
- C. Notify the student that if they intend to continue the program while pregnant, there are some risks associated with this decision. The following risks will be identified and discussed:
  - Biohazards
  - Teratogens
  - Cytotoxic compounds
  - Ionizing radiation
  - Anesthetic gases
  - Hormonal agents
  - Physical injuries
- D. Discuss privacy issues with the student. Assure the student that privacy will be maintained; however, those personnel directly involved with clinical rotations or laboratories in which the student may be exposed to biohazards may need to be notified if the pregnancy requires a change or adaptation in the rotation or laboratory.

Students choosing to remain in the program are encouraged to use appropriate caution to reduce the risks to themselves and, in the case of pregnancy, the fetus which may involve deferring participation in some activities. Students are encouraged to see the section of this handbook which deals with the Americans with Disabilities

Act to request these accommodations. However, students must demonstrate all competency requirements in order to graduate from the program with or without accommodation.

Students may at any time voluntarily take a leave of absence from the program. If the student chooses to withdraw from the program for an extended period, the student must complete the requirements of the reinstatement policy. The Leave of Absence and Reinstatement Policies are available in the Carrington College catalog. Students may contact the Program Director to discuss their options.

### **Rabies Vaccination Policy**

Students in the Veterinary Assisting/Technology Programs should be aware of the possible exposure risks to Rabies when working with live animals. While Carrington College takes every reasonable precaution to prevent exposure to animals with rabies, students must be aware that the risk of exposure to blood or other potentially infectious materials through activities involving live animals. In addition, students should be aware of other potential risks or complications such as infection, as well as vascular, tissue, or nerve injury which may occur through interaction with live animals.

### **Carrington College encourages students to obtain rabies pre-exposure prophylaxis.**

Human rabies pre-exposure prophylaxis consists of three 1.0 mL injections of rabies vaccine administered intramuscularly in the deltoid (upper arm), one injection per day on days 0, 7, and 21 or 28. For additional information, please see the recommendation of the Advisory Committee on Immunization Practices, Human Rabies Prevention and CDC Vaccine Information Statement. RabAvert vaccine can be obtained from Novartis. Students should speak with their family physician if interested. The vaccine can be costly, but is less than the cost of dealing with an infection.

### **Animal Care and Use Concern Policy**

Carrington College Veterinary Assisting and Veterinary Technology programs are committed to the humane and caring treatment of animals and complies with the regulations of the Animal Welfare Act, the United States Public Health Service Policy on the Humane Care and Use of Laboratory Animals, the National Academy of Sciences "Guide for the Care and Use of Laboratory Animals" and the "Guide for the Care and Use of Agricultural Animals in Research and Teaching". Cruel or uncaring treatment of animals is expressly prohibited and individuals engaging in this behavior may be subject to sanctions described in the student code of conduct. The Code of Conduct may be found in the Carrington College Student Handbook on page 23. If you have concerns that animals in your program are experiencing stress or if you have witnessed the mistreatment of an animal, you are encouraged to submit your concerns to your instructor or one of the following individuals:

Janelle Emmett, DVM  
IACUC (Institutional Animal Care and Use Committee) Chair  
[jemmett@carrington.edu](mailto:jemmett@carrington.edu)

Scott Sand, PhD  
Vice President, Administration and Student Services  
[ssand@carrington.edu](mailto:ssand@carrington.edu)

## Quick Reference

The chart below lists topics about which students might have questions and are a source to contact. Students may contact their Student Success Center Manager and/or designee at any time for additional assistance.

Questions On....	Talk to...
My grades	Instructor and/or Program Director
My name is not on the Honor Roll Board	Instructor and/or Program Director
My externship	Career Services or Externship Coordinator
Withdrawing from my program	Program Director and/or Student Success Center Manager
Resume help and job search strategies	Career Services
Leave of Absence (LOA)	Program Director and/or Student Success Center Manager
School transcripts	<a href="mailto:Registrar@Carrington.edu">Registrar@Carrington.edu</a>
My schedule	Program Director or Front Desk
Updating my contact information	Front Desk
Emergency food and shelter	ASPIRE, Program Director , Student Success Manager
Getting an ID badge	Front Desk
Rescheduling a failed class	Program Director
Graduation	Program Director and/or Regional Director of Career Services
Purchasing a pair of Carrington College scrubs	Front Desk
Academic coaching	Learning Lab or Student Success Center
Re-entering	Within 180 days, Program Director and/or Student Success Center Manager. After 180 days, Enrollment Services
Payment of tuition and fees	Front Desk
Questions about financial eligibility and funding	Student Finance Office

## Change of Address and Phone Numbers

Student must provide Carrington College with current, valid contact information.

In the event there are address or telephone changes, students should notify the

Registrar's office. Online students should use the student portal to update personal information.

### Food/Beverages

No food or drink is allowed in the classroom except bottled water, though students should check with instructors for campus-specific rules. All other food and drink must be stored in the students backpack and taken out of the classroom on breaks for consumption.

### Parking

Parking is available at all campuses. Students must obey all parking ordinances and park in designated parking spaces. Illegally parked cars are subject to towing at the owner's expense. The College is not responsible for any damage to or loss of any vehicle on the premises at any time. The College is not responsible for towed vehicles. More detailed information about parking is available through the Campus Facilities Department.

### Tobacco free environment

In keeping with Carrington College's intent to provide a safe and healthful work environment, the use of tobacco products; such as chewing tobacco, and smoking inside the school is prohibited, which includes e-cigarettes and vaping. There are outside designated smoking areas which are at least 30 feet away from building entrance as mandated by state law. Cigarette butts must be discarded in the proper receptacles. Students are also expected to follow facility tobacco, vaping and/or smoke free policies while on externship or clinical rotations.

### Alcohol and Drug Policy

Carrington complies with the Drug Free Schools and Communities Act and forbids use, possession, distribution or sale of drugs or alcohol by students, instructors or staff anywhere on school property. As a result, alcohol and drugs (including recreational or medical marijuana) is prohibited. Anyone in violation of state, federal or local regulations, with respect to drugs or alcohol, may be subject to both criminal prosecution and school disciplinary action. The College is committed to providing a productive and safe learning environment for all students.

In accordance with this goal, the College reserves the right to investigate students suspected of drug or alcohol use upon reasonable cause. Such investigation may require students to submit to a drug or alcohol test. If a student is suspected of being under the influence, the student may be required to submit to a blood, breath and/or urine test with an outside agency and furnish those results within the same day to determine whether they are under the influence of drugs, alcohol or other chemical intoxicants. Students must agree to fully cooperate with the College, its representatives, agents, medical review officer (if any) and any representative or agent of a clinic, laboratory and/or hospital involved in sample collection, testing, evaluation, reporting and confirmation. Students must further consent to and authorize the release of all information generated by or obtained from the substance test to the College, its agents, representatives, insurers and appropriate governmental agencies. Refusal to comply with an investigation or a positive test result may be grounds for disciplinary action, which may result in a Code of Conduct proceeding and possible dismissal.

Some Carrington College programs require students to undergo a preadmission drug screen urinalysis. Candidates who fail the preadmission drug screening are ineligible for admission, but they may reapply after three months. Candidates whose test comes back positive for prescription medications may present to the screening agency a copy of the prescription to ensure that findings are consistent with the prescribed dosage. In such cases, applicants may pursue admission.

In addition, Carrington College students may be required to submit to random drug screening based either on reasonable suspicion that the student is in violation of the Code of Conduct or because of drug screen requirements of Carrington's clinical affiliates.

### Student ID Badge

The student photo identification badge and lanyard provided by the College should be worn at all times. Replacement badges can be obtained by contacting front desk personnel.

### Community Assistance Referrals (ASPIRE)

Carrington College instructors and staff work closely with students to ensure that the appropriate support is available to maximize student success. Students who are having difficulty with their studies and/or life circumstances are encouraged to contact their instructor, Program Director or the Student Success Center Manager. In addition, students may use the confidential counseling service called ASPIRE.

ASPIRE is a no-cost, confidential program, managed through an outside consulting firm, that provides professional assistance and valuable resources to help students overcome personal and school related problems so they may stay focused on academic success. The ASPIRE program is available 24/7/365 for enrolled Carrington College students and their families, and offers assistance in over 150 languages.

Issues students and/or their families can receive confidential help with include:

- Academic Performance
- Balancing School life
- Time Management
- Depression
- Managing Stress
- Alcohol or Substance Abuse
- Childcare Referrals
- Blended Families
- Separation or Divorce
- Parenting
- Bankruptcy
- Budgeting
- Legal forms/resources

In addition, students may contact the Student Success Center to obtain a list of community resources, which also addresses these needs.

Contact a professional by phone, Internet or email: Phone (888) 470-1531

Web – [carrington.onlineaspire.com](http://carrington.onlineaspire.com)

Email - [carrington@onlineaspire.com](mailto:carrington@onlineaspire.com)

Additional information is available in the Student Services section of the academic catalog.

Carrington College realizes that students need referrals to community assistance on occasion. For this reason, Carrington College has partnered with the ASPIRE program. For the most current information and for a direct referral students should visit the Student Services Office.

## Supplemental Information

Since the release of the **Carrington College 2018-2019 CC Student Handbook**, the following significant changes have been implemented and are incorporated into this publication. **Entries in red indicate changes to this edition. The effective date for the changes in red is 7/31/2018.**

Volume II Supplemental Information Volume I Supplemental Information

Volume Number	Pages on which Changes Appear	Change/Update
II	Mult	Replaced National Dean, Regional Director of Operations & Registrar references
II	11, 31	Updated the ADA email address
II.I	28	Updated Title IX Compliance contact information
II.I	29-42	Added Sex and Gender-based misconduct response and prevention policy