



STUDENT HANDBOOK | 2026-27

OFFICE OF STUDENT LIFE

620.278.4232

Sterling College Alma Mater

Carol Gene Brownlee '42

Sterling, all hail to you; your name we love,

Holding the Word of God all things above.

Queen of the Kansas plains, 'neath skies of blue,

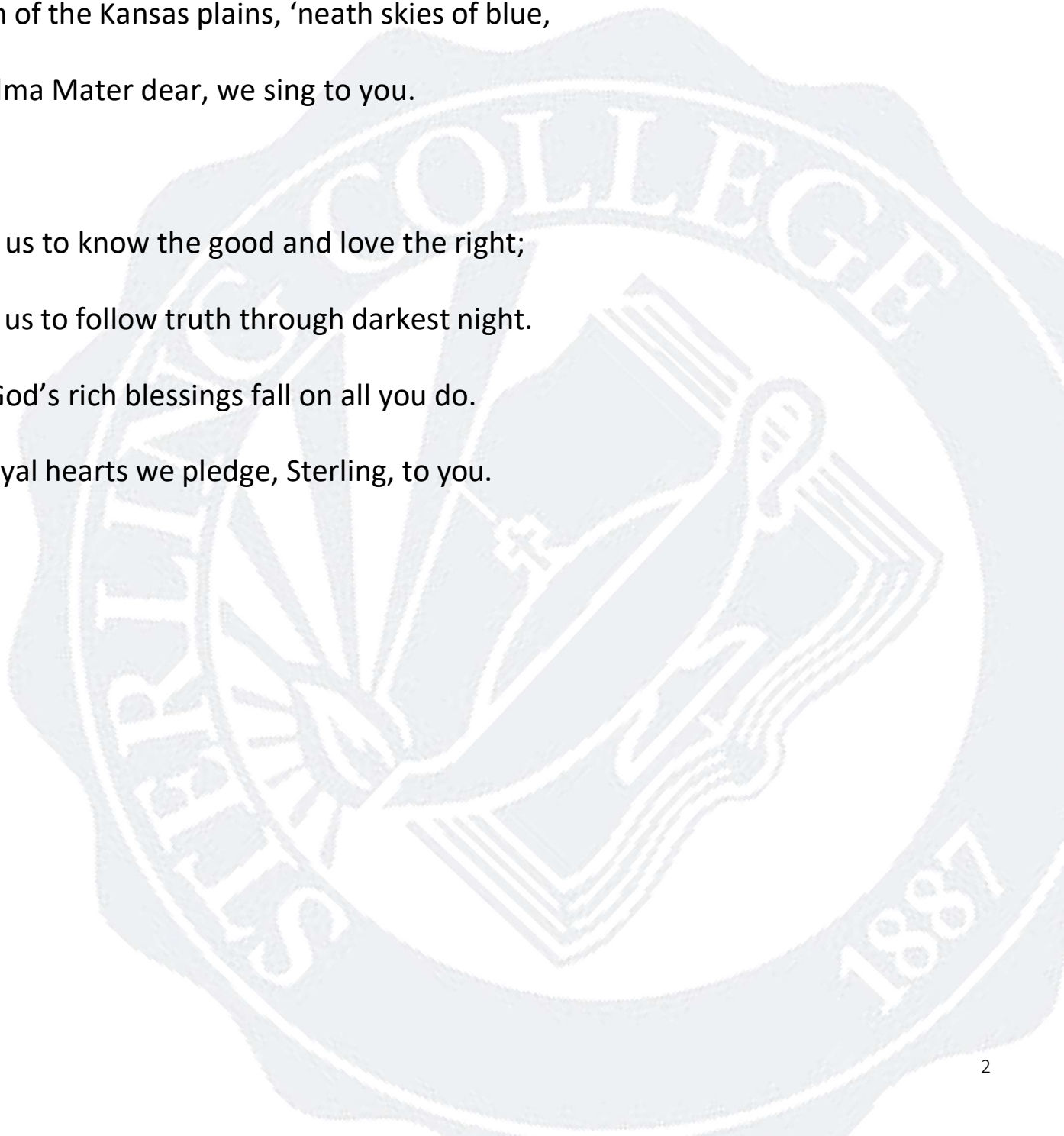
Our Alma Mater dear, we sing to you.

Teach us to know the good and love the right;

Teach us to follow truth through darkest night.

May God's rich blessings fall on all you do.

Our loyal hearts we pledge, Sterling, to you.



STERLING COLLEGE'S MISSION STATEMENT, STATEMENT OF FAITH, AND FAITH PERSPECTIVES

Our Mission

The purpose of Sterling College is to develop creative and thoughtful leaders who understand a maturing Christian faith.

Our Vision

To be recognized as the Dt Christ-centered, servant leadership development-focused, liberal arts experience in the Great Plains.

Our Core Values

In active, vital partnership with church, community, and strategic partners, and ever striving for first-class quality in all that it does, the Sterling College community will be guided in all its work by the following intrinsic values:

Faith: Faithful discernment of and response to God's self-revelation in Christ in Scripture.

Calling: Faithful discovery and pursuit of each person's particular calling in life.

Learning: A love of learning and a dedication to the pursuit of truth.

Integrity: Integrity in scholarship, the arts, athletics, and all other co-curricular activities.

Service: Faithful practice of redemptive servant leadership involving a vision of wholeness in a broken world.

Community: Mutual respect as members of the body of Christ.

Our Priorities

Sterling College is committed to an environment of academic excitement in the Reformed tradition of a thorough exploration of all truth in the light of God's Word. An enthusiastic Christian faith and experience permeate all aspects of the College life. Activities are designed to encourage and develop the skills necessary to understand our world and to create positive change in it. Specifically, we seek to build within our students' creativity, critical thinking, effective communication, and leadership for use in the workplace as well as in the community, church, and home. We seek to cultivate a Christ-centered world view through which students are able to explore and understand themselves, their faith, their environment, and their heritage. We further strive to foster the values of independent inquiry, a thirst for lifelong learning, emotional maturity, positive self-worth, and an understanding of a maturing Christian faith that provides the foundation and meaning for life.

Our Process

The College works to achieve its priorities through the learning experiences of the liberal arts curriculum, faculty/student interactions, and a residential lifestyle. The liberal arts curriculum is designed to build breadth and depth of understanding through a general education core, specialization in a major, and attention within majors to career preparation. The College affirms the primacy of the faculty/student relationship and the importance of excellence in instruction and advising. Relationships of faculty to students are built around principles of serving, mentoring, modeling, and discipleship. The Campus lifestyle is designed to provide a unifying community experience for social, educational and faith development.

Our Statement of Faith

The board, faculty, administration and staff possess an active and visible Christian faith which encourages the entire campus community in our pursuit of a wholesome and practical Christian life. We personally trust in, and collectively bear witness to, the one eternal God, revealed as Father, Son, and Holy Spirit (Matthew 28:19; John 10:30).

- We believe in God the Father who created the heavens and the earth.¹
- We believe in God the Son, Jesus Christ,² who was conceived by the Holy Spirit,³ and born of the Virgin Mary,⁴ Jesus suffered,⁵ died⁶ and was buried.⁷ He rose from the dead.⁸ Jesus ascended into heaven⁹ and remains with the Father and the Holy Spirit to judge the living and the dead.¹⁰ Jesus Christ alone is the way, the truth and the life.¹¹ There is salvation in and through no other.¹²
- We believe in God the Holy Spirit who is the comforter,¹³ sustainer and sanctifier¹⁴ of all who profess faith in Jesus Christ as Savior and Lord.
- We believe that humanity has hope for redemption from sin by Jesus Christ's life, death, and resurrection. It is by God's grace alone that we joyfully receive our salvation through a personal faith in Jesus Christ.
- We believe that the Bible is God's revealed Word.¹⁵ It is authoritative,¹⁶ inerrant in its original form, infallible¹⁷ and sufficient in all matters of faith and practice.
- We believe that the Church is the body of Christ¹⁸ and God's witness¹⁹ in the world.
- We believe that Jesus Christ will return²⁰ and claim His own, ushering in the new heaven and new earth²¹ in which righteousness will dwell and God will reign forever.²²

Scripture References for the Statement of Faith

- 1 *Genesis 1:1; Isaiah 40:21-26; Acts 17:24-29*
- 2 *John 17:1-5; Colossians 1:15-20; John 1:1; Acts 4:11, 12; Hebrews 1:1-8; Hebrews 7:25; John 10: 28-30*
- 3 *Matthew 1:18-20; Luke 1:34-35; Isaiah 7:14*
- 4 *Matthew 1:18-20; Luke 1:34-35*
- 5 *Matthew 27:24-37 Luke 24:25-26, 46; 1 Corinthians 15:3-8; Philippians 2:5-11*
- 6 *John 19:31-36; 1 Corinthians 15:3-8*
- 7 *Luke 23:50-56; John 19:31-36; 1 Corinthians 15:3-8; Mt. 27:57-65; Isaiah 53*
- 8 *Matthew 28:1-10; 1 Corinthians 15:3-8; Acts 17:31*
- 9 *Luke 24:50-53; Acts 1:1-11; Acts 3:20-21; Ephesians 4:7-10*
- 10 *Ephesians 1:20-23; II Timothy 4:1*
- 11 *John 14:6; John 3:16-18; John 3:36*
- 12 *John 14:6; Acts 4:12; Ephesians 2:4-5.*
- 13 *John 14:16-17; John 14:26; John 15:26; John 16:7-10.*
- 14 *Galatians 3:2-5; Galatians 5:22-23; 1 Corinthians 6:11, 2 Corinthians 3:18; 1 Peter 1:2*
- 15 *II Timothy 3:16; II Peter 1:20-21; Isaiah 40:8.*
- 16 *16 Psalm 119: 9-11; John 10:35.*
- 17 *Proverbs 30:5-6; Hebrews 4:12 Isaiah 40:6-8 and 1 Peter 1:25*
- 18 *I Corinthians 12:12-27; Ephesians 5:23, 24; Colossians 1:18; Ephesians 2:19-22*
- 19 *Matthew 28:18-20; Isaiah 43:8-11; Acts 1:8; 2 Timothy 4:1-5*
- 20 *I Thessalonians 4:13-17; Hebrews 9:27-28; Revelation 19:11-16; 2 Thessalonians 1:5-2:12; Revelation 22:7-12*
- 21 *Revelation 21:1 – 22:5; Isaiah 65:17-25; Isaiah 66:22*
- 22 *Daniel 4:34; Daniel 6:26 and Psalm 146:10; Luke 1:33; I Timothy 1:17; Revelation 11:15*

Our Statement on Life, Marriage, Gender Identity and Human Sexuality

In support and agreement with the Sterling College Statement of Faith, Sterling College believes the following regarding life, marriage, gender, and sexuality:

- that to preserve the function and integrity of Sterling College and to provide a biblical role model to the community we serve, it is imperative that all persons employed by the College professionally support this statement. (Matt. 5:16; Phil. 2:14-16; I Thess. 5:22).
- that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; I Cor. 6:9-11; Ps. 32:5; Ps. 51:1-3).
- that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behaviors or attitudes are to be repudiated and are not in accord with Scripture or the goals of Sterling College.
- that the Bible is clear in its teaching on the sanctity of human life, and we encourage choices that affirm life for all of our employees. (Gen. 1:27; Gen. 2:7; Jer. 1:5; Ps. 139:13-16).
- that God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes are both made in the image of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of this God-given trait.
- that marriage is designed to be the lifelong uniting of one man and one woman in a single, biblical, covenant union as delineated in Scripture. (Gen. 2:18-25).
- that God intends sexual activity to occur only between a man and woman who are married to one another. (I Cor. 6:18; 7:2-5; Heb. 13:4) We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, and bisexual conduct) is understood to be one of the disruptive consequences of the fall. (Matt. 15:18-20; I Cor. 6:9-10; Rom. 1:18-32).
- that the call of Christ on the married and unmarried is one of purity; faithfulness among the married couple (recognized as one man and one woman) and a chaste life for those who are unmarried (I Thess. 4:3-8). For those in our community who are attracted to persons of the opposite sex as well as those who struggle with same-sex attraction, the biblical mandate for sexual purity remains.

Our Relationships

Founded in 1887 by the Synod of Kansas of the United Presbyterian Church of North America, Sterling College continues to affirm its historical ties with the Reformed tradition: a commitment to the generic doctrines of the Protestant reformation. As an institution, the College nurtures and develops strategic partnerships within the Presbyterian Church and with evangelical churches and biblically aligned Christ-centered organizations to advance the mission and vision of the College. Accountability for the College's mission and vision rests in governance by an independent self-perpetuating Board of Trustees. Sterling College holds strong the mandate of the original charter to be "thoroughly Christian, but not in any sense sectarian." God's people are welcome, and the College respects the differences in denominational distinctive and worship traditions within the evangelical/Protestant tradition.

Board Affirmed 2/21/2025.

TABLE OF CONTENTS

About Sterling College	8
About the Office of Student Life.....	10
Notice of Non-Discrimination	11
Where to go for Answers	12
Campus Life	13
Academic Services	13
Student Records	13
Office of Student Success	14
Mabee Library	15
Computers and Internet Services	15
Campus Mail.....	15
Campus Communication	15
Warrior Warehouse.....	16
Student Organizations	16
Campus Dining Services.....	17
Community Life	18
Student Conduct and Community Life Covenant.....	18
Sportsmanship.....	18
Gambling	18
Compliance.....	18
Pranks and Hazing.....	18
Theft.....	18
Solicitation.....	18
Drones and Hover boards.....	18
Personal Appearance.....	18
PDA.....	19
Sexual Behavior Policy	19
Harassment, Abuse, Hostile Environment and Misconduct Policy.....	19
Perspectives on Discipline	23
Campus Safety and Security.....	31
Student ID Cards.....	31
Reporting Criminal Actions and Emergencies	31
Reporting Suspicious or Dangerous Behavior.....	33
Firearms, Weapons, and Flammable Material.....	33
Parking.....	33
Use of Campus Vehicles	34
Emergency Preparedness.....	35
E2Campus Emergency Alert System	35
Alarms and Fire Safety.....	35

Health and Wellness..... 37
Health Services37
Vaccination Recommendations and Requirements37
Student Insurance38
Counseling Services38
Drug and Alcohol Policy39
Tobacco Products Policy40
Spiritual Life..... 41
Chapel Program41
Chapel Requirements41
Chapel Schedule42
Other Spiritual Opportunities42
Intercultural Office42
Residential Life..... 43
Off Campus Policy43
Residence Life Philosophy43
Resident Life Staff44
Appropriate Residence Hall Behavior45
Housing Information.....45
Check-in and Check-out Procedures45
Personal Property and Privacy48
Residential Privacy.....48
Door Access.....49
Quiet Hours and Courtesy Hours.....49
Visitation Policy49
Personalizing your Room50
Residence Hall Amenities51
Maintenance and Housekeeping52

ABOUT STERLING COLLEGE

Our Mission

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Our Vision

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- We believe in God the Son, Jesus Christ, who was conceived by the Holy Spirit and born of the Virgin Mary. Jesus suffered, died, and was buried. He rose from the dead. Jesus ascended into heaven and remains with the Father and the Holy Spirit to judge the living and the dead. Jesus Christ alone is the way, the truth, and the life. There is salvation in and through no other.
- We believe in God the Holy Spirit who is the comforter, sustainer, and sanctifier of all who profess faith in Jesus Christ as Savior and Lord.
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- **Faith:** Faithful discernment of and response to God's self-revelation in Christ in Scripture
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- **Learning:** A love of learning and a dedication to the pursuit of truth
- **Integrity:** Integrity in scholarship, the arts, athletics, and all other co-curricular activities
- **Service:** Faithful practice of redemptive servant leadership involving a vision of wholeness in a broken world
- **Community:** Mutual respect amid diversity as members of the body of Christ

Our Relationships

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Presbyterian Church (USA) and with evangelical organizations in order to advance the mission and vision of the College.

Accountability for the College's mission and vision rests in governance by an independent self-perpetuating Board of Trustees. Sterling College holds strong the mandate of the original charter to be "thoroughly Christian, but not in any sense sectarian." The diversity of God's people is welcomed and the College respects the differences in denominational distinctive and worship traditions.

Institutional Learning Objectives

The Sterling College graduate will:

1. Demonstrate sufficient content knowledge to be successful in his or her chosen profession or advanced academic endeavors.
2. Demonstrate understanding of the relationship between his or her chosen area of study and the world and its cultures.
3. Exercise the intellectual, communicative, and social skills reflective of creative and thoughtful servant leadership.
4. Demonstrate an understanding of the personal and civic skills necessary for a productive life of faith and service.
5. Demonstrate understanding of how Biblical principles affect personal, professional, and academic life.

ABOUT THE OFFICE OF STUDENT LIFE

Our Mission

The fundamental purpose of the Office of Student Life is to support the mission of Sterling College by facilitating the holistic development of students and by advancing the needs of the student body.

The Office of Student Life strives to:

- create opportunities for spiritual development
- help students develop Christ-centered servant leadership qualities and skills
- continually seek to improve the quality of campus life and sense of community
- design and encourage student participation in effective out-of-class opportunities
- promote multicultural awareness, sensitivity, and appreciation
- encourage active participation in the affairs of contemporary society

Built upon a “customer service” and “student advocacy” approach, the Office of Student Life is driven to discover and meet student needs, through a framework of Christ-centered servant leadership. The Bible, thoughtfully and prayerfully interpreted, is the final standard for all that we do to serve students.

Student Life Staff

Jason Briar

Vice President for Student Life

jason.briar@sterling.edu | 620.278.4232

Jose Carrillo

Campus Pastor

Jose.carrillo@sterling.edu | 620.278.4251

Cody Brooks

Resident Education Director, *Campbell Hall*

cody.brooks@sterling.edu

Karsen Surface

Resident Education Director, *Douglas Hall*

Sydney.comley@sterling.edu

Ean Heise

Resident Education Director, *Kilbourn Hall*

ean.heise@sterling.edu

Ava Bachert

Resident Education Director, *Evans Hall*

Karsen.surface@sterling.edu

Jordan Waite

Administrative Assistant for the Office of Student Life

Jordan.waite@sterling.edu | 620.278.4232

Dana Ely

Campus Health Director

dana.ely@sterling.edu | 620.278.4505

Ava Bachert

Resident Education Director, *McCreery Hall*

ava.bachert@sterling.edu

Brian Foster

Campus Mail

bfoster@sterling.edu | 620.278.4286

Hunter Morgan

Executive Director of Career Services and Student Success

hunter.morgan@sterling.edu | 620.278.4264

Brett Couture

Director of Student Success

bcouture@sterling.edu | 620.278.4463

Notice of Non-Discrimination

It is the intent of the College, through its policy on equal opportunity, to comply with Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Executive Order 11246, Section 504, of the Rehabilitation Act of 1973; and all the related regulations. Sterling College, in compliance with these acts, does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to, treatment, or employment in its programs and activities. Inquiries related to Title IX, non-discrimination on the basis of sex, may be referred to the Title IX Coordinator, 125 W. Cooper, Sterling, Kansas 67579, and (620)278-4232. Inquiries related to Titles VI and VII of the Civil Rights Act of 1964, and Section 504 of the Rehabilitation Act, may be referred to the Vice President for Academic Affairs, 125 W. Cooper, Sterling, Kansas 67579, (620)278-4217.

Although certain facilities are not fully physically accessible to persons with disabilities, Sterling College will take such means as are necessary to ensure that no qualified person with a disability is denied benefits, excluded from participation, or otherwise subject to discrimination because Sterling College's facilities are physically inaccessible to or unusable by persons with disabilities. The accessibility standard required by federal law for existing facilities is that the recipient's program or activity, when viewed in its entirety, must be readily accessible to persons with disabilities. Sterling College may meet this standard through such means as reassignment of classes or other services to accessible locations, redesign of equipment, assignment of aids, alteration of existing facilities, and construction of new accessible facilities. Sterling College is not required to make structural changes in existing facilities where other methods are sufficient to comply with the accessibility standard described above.

While this handbook has been carefully reviewed for correctness and completeness prior to publication, the College reserves the right to correct unintended errors and to modify this handbook if necessary. In the event of a conflict between the Student Handbook and the Academic Catalog, the Academic Catalog takes precedence on matters related to academic life. Any changes made will be announced through the Office of Student Life and will be communicated through campus e-mail message.

WHERE TO GO FOR ANSWERS

INQUIRY	OFFICE	LOCATION	PHONE
Advisor Assignment	Registrar	Kelsey Hall	620-278-4280
Academic Records	Registrar	Kelsey Hall	620-278-4280
Academic Problem	Academics	Kelsey Hall	620-278-4217
Academic Dismissal	Academics	Kelsey Hall	620-278-4217
Academic Support	Brett Couture	Mabee Library	620-278-4463
Student Accounts	Student Accounts	Kelsey Hall	620-278-4201
Admission Information	Admissions	Cooper Hall	620-278-4275
Athletic Information	Athletics	Gleason	620-278-4335
Merchandise	Warrior Wearhouse	Student Union	620-278-4223
CAB	SGA	Student Union	620-278-4377
Career Services	Hunter Morgan	Mabee Library	620-278-4264
Counseling	Pivotal Point Family Therapy	Off-Campus	620- 204-5324
Financial Aid	Financial Aid	Cooper Hall	620-278-4314
Food Services	Chartwells	Student Union	620-278-4248
Graduation Information	Registrar	Kelsey Hall	620-278-4280
Health Services	Dana Ely	Student Union	620-278-4505
ID Cards	Student Life	Student Union	620-278-4232
Mail	Post Office	Student Union	620-278-4286
Maintenance	Maintenance	Service Dept.	620-278-4240
Marketing	External Relations	McCreery Basement	620-278-4221
Meal plans	Student Life	Student Union	620-278-4232
Parking Permits	Student Life	Student Union	620-278-4232
Residence Information	Student Life	Student Union	620-278-4232
RD On-Call	Student Life	Student Union	620-278-6218
Rules and Regulations	Student Life	Student Union	620-278-4232
SGA/CAB/Intramurals	SGA	Student Union	620-278-4377
Title IX	Rick Webb	Kelsey Hall	620-278-4246
Textbooks	Laurel Watney	Library	620-278-4233
Missions	Student Life	Student Union	620-278-4232

ACADEMIC GUIDELINES AND SERVICES

Academic Catalog

Specific information regarding academic policy and requirements is contained in the Sterling College Undergraduate Academic Catalog. It is the responsibility of the student to fulfill all requirements as stated in the catalog. Please refer to the current Academic Catalog, available at sterling.edu/academics/academic-catalog.

Academic Integrity

Academic integrity is a cornerstone of teaching and learning at Sterling College. It is expected that all members of the College community will uphold high intellectual and ethical standards. It is the responsibility of students to protect their own work from inappropriate use by others and to protect the work of other people by properly citing the sources of references and ideas. For further detailed information, please refer to the Academic Integrity section within the appropriate Academic Catalog, as mentioned above.

Class Attendance

Regular class attendance is highly encouraged of all students, and instructors will establish and communicate attendance policies within their own courses. Students should contact the instructor as soon as a need for an absence becomes apparent. Health issues must be excused through the Academic Dean's Office, who will assist the student with guidelines to obtain any necessary documentation required. Make-up work for all unexcused absences is at the discretion of the instructor of the class. Faculty members will allow excused absences for all students involved in College-approved activities and events and accommodate the students by offering them opportunities, without penalty, to either make up the work or do work ahead of time to meet course requirements.

Withdrawal Procedures

Should withdrawal from school become necessary, the process is initiated in the Registrar's Office. Prior consultation with the student's advisor is highly recommended. The student will be provided with a withdrawal form and must obtain an authorized signature of clearance from each of the offices listed on the form. The withdrawal process is finished when the completed form is returned to the Registrar's Office and the student checks out of the residence hall with the Resident Director where applicable.

Academic Advising

Each full-time student is assigned a faculty member to assist with planning his/her schedule and to monitor academic progress. While the faculty advisor will be assisting the student to plan for degree completion, it is the responsibility of the student to confirm that all requirements are met.

STUDENT RECORDS

Permanent Student Files

The permanent file of a student is maintained in the Registrar's Office. It contains directory information, admissions correspondence, and high school and college transcripts. A student's record is a part of their permanent file and is the property of Sterling College.

Family Educational Rights and Privacy Act (FERPA)

The Family Education Rights and Privacy Act of 1974 gives college students the right to view educational records (records, files, documents, and other materials which contain information directly related to the student and maintained by the college) maintained in the Academic Office, Admissions Office, Financial Aid Office, Academic Department Offices, and the Office of Student Life.

Educational records do not include: records of instructional or administrative personnel which are personal in nature and are not accessible to any other person; records maintained by physicians, psychiatrists, psychologists, or other recognized professional or para-professionals; or financial records of parents. Students who wish to view their files should indicate that they wish to do so to the College official responsible for maintaining the particular file. An appointment will be made for the student to view the file within a reasonable amount of time. Parents of dependent students (as defined by the Internal Revenue Service) have the same right of access to the records of their dependents.

The Privacy Act permits the College to release, without student consent, directory information. Directory information at Sterling College includes a student's name, address, telephone number, e-mail address, major field of study, date and place of birth,

participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent educational agency or institution attended. **Students who do not want directory information released must submit a signed FERPA form indicating this to either the Registrar or Office of Student Life.**

Student consent is also not needed to share information with Sterling College faculty and/or staff members with a legitimate educational interest. The College will communicate academic and behavioral information to parents or guardians for all students under 21 years of age unless a student has declared independent status. Information on the types of educational records maintained by Sterling College, officials responsible for maintaining records, persons who have access to such records, purposes for which these persons have access to records, and procedures for correcting inaccurate records is available through the Office of the Registrar.

OFFICE OF STUDENT SUCCESS

Academic Success

The Academic Support Center, located in Mabee Library, is designed to provide students with assistance in making the most of their educational experience at Sterling College. The Center provides tutoring services and other services to enhance the academic program. The Center also oversees mandatory study hall and the academic progress of students on Academic Probation. Students who require disability accommodations must contact the Director of Academic Support.

Career Services

Career Services is located in Mabee Library and is here to help students formulate a vision for their lives that aligns their strengths, goals, and academic interests. For more information, visit: sterling.edu/student-life/career-services or contact Terry Ehresman, Director of Career Services.

Career Counseling

We offer one-on-one counseling appointments to help students identify their interests, abilities, values, and motivations when choosing their career path and/or major. Career assessments are available for use during this process.

Jobs and Internships

With our online resources and by visiting the Office of Career Services, students can find work on campus (work-study), locally, nationally, and internationally. Through our website, www.sterling.edu/student-life/career-services/employment-opportunities, students can access a list of part-time, summer, and full-time job opportunities and internships.

Interview Prep

Students can visit the Career Services Office to discuss successful interviewing, including how to prepare and what to wear. Mock interviews can also be arranged for those who want to practice their interviewing skills.

Graduate School Preparation

Students who are considering graduate school can get assistance with planning and test preparation.

Career Development Workshop and Events

Workshops are offered on the topics of graduate school preparation, resumes and cover letters, job searching, networking, major and career exploration and interview preparation. Other career events provide opportunities for students to visit with professionals and learn how to network.

Resume Assistance

Potential employers get their first impression of applicants from their cover letters and resumes. It is important that these documents accurately reflect a student's skills and how he/she can be an asset to a company. Students can receive assistance in creating and perfecting these essential documents.

Library

Mabee Library serves as the academic resource center on campus, providing the appropriate media for research, instruction, promotion of knowledge, and academic development. It also serves as the home for the Office of Student Success, campus computer lab, and IT.

Textbooks

We do not sell textbooks on campus, but the **Mabee Library** staff has worked with your professors to make sure the books needed for classes are ready for purchase before your classes begin.

We have partnered with **MBS Direct** (a subsidiary of Barnes and Noble) to bring you an online bookstore. Our online bookstore has the buying power of a large retailer and the convenience and feel of a small college bookstore. Go to www.sterling.edu/bookstore for more information. MBS will buy books back from students through their website. Buyback prices are based on supply and demand and several factors are used to determine how much CASH you get back for used textbooks, including the condition of the book, whether your book will be used next term, overstocks, and outdated editions.

Library Hours

Monday- Thursday 7:45am-11:00pm

Friday 7:45 am-5:00pm

Saturday 1:00-5:00pm

Sunday 7:00-11:00pm

Computer Labs

Mabee Library is home to our campus computer lab and additional computers for student use. Each residence hall is equipped with a computer lab containing computers and a printer for students use. It is a privilege, not a right, to have a computer lab. At any time, residence hall computer labs can be closed if they are not being treated with respect. There is to be no food or beverages in the computer labs. If any inappropriate material is being viewed or printed or if items are stolen, it will immediately be closed. Mabee Library now offers a small computer lab with 24/7 access. We have 3 computer stations and a printer.

Computer Usage

Sterling College provides computing resources (including hardware, software, and access to computer networks and databases) to support the educational mission of the College. Use of campus computing resources is to be guided by Christian principles of wise stewardship and responsible use. All users share the responsibility for ensuring that these resources are used for their intended purposes of research and learning. **The privilege of using the College's computing resources is dependent upon responsible use.** The Sterling College network system is the property of Sterling College, and the College reserves the right to remove or restrict access as disciplinary action and/or to take legal action as appropriate.

Internet Service

Wi-Fi is available across campus. Students in each residence hall have high-speed internet access through the campus wireless network at no extra charge. The STUDENT/BYOD network is designed for student use. The password is posted in your dorm and/or sent in an email each semester. There is also a GUEST network available to everyone on campus. This network is open for visitors and general public use without a password. I.T. is not available to help students with computer issues. Please contact help@sterling.edu for more information on assistance."

Campus Mail

Each full-time student, both on campus residents and off campus students, is assigned a campus mailbox. Student mailboxes are located in the Student Union, across from the cafeteria. Student mail should be addressed as follows:

Student Name
Sterling College, Student Box #
125 W. Cooper St.
Sterling, KS 67579

The Mail Room sells postage stamps. Students may send and receive items through USPS, UPS, and FedEx.

CAMPUS COMMUNICATION

Student Email

Sterling College students are provided with student e-mail accounts. All students are required to check their student email accounts regularly. Certain types of official information (i.e., academic and student life notices) may only be disseminated via e-mail. Students are responsible for knowing all information sent to their student e-mail accounts.

The Warrior Life Campus Event Email

Students stay up to date on the latest campus events and campus news when they receive this email weekly.

Social Media

Students can connect with the College on social media sites such as

Facebook: facebook.com/sterlingcollege

Twitter: @SterlingCLife; @SterlingCNews; @SterlingCSports

Instagram: @sterlingcollege; @sterlingcsports; @scstulife

YouTube: youtube.com/sterlingcollege

Campus Athletics Calendar

For information about sporting events, go to www.scwarriors.com

Health/Wellness Newsletter

Monthly newsletter is sent out to students to help educate and inform students about various health and wellness topics and the importance of Self-care.

WARRIOR WEARHOUSE

Location and Hours

The Warrior Wearhouse at the Union is located outside the east entrance to the Student Union. We are open Monday, Wednesday & Friday. 11:00-3:00 during the school year. Our summer hours are 11:00-1:00. The Warrior Wearhouse at the Gleason Center is located in the main lobby of the Gleason Center and is open for limited hours during home athletic events, Jumpstart days and graduation. Follow us on Instagram for information about new merchandise, sales, and more!

Online Store open 24/7

visit us online: <https://scwarriorwearhouse.myshopify.com/>

Payment Methods

We accept cash, checks, MasterCard, Visa, Discover, American Express, and debit cards. We also offer Gift Cards available for purchase in the store.

We are ready for you!

Come in and see us! We are ready to outfit you in the Crimson and Navy of SC. Call us at 620.278.4223 if you have any questions.

STUDENT ORGANIZATIONS

Student Government Association (SGA)

The primary functions of the Sterling College Student Government Association are to provide guidance to student functions, facilitate relations between students and the College, assist the College administration with insight for institutional improvement, and ensure the rights of all students. All students enrolled at Sterling College are represented by members of the Sterling College Student Government Association. Students from each residence hall and an off-campus student are elected to represent their constituents to the Senate. Student Senate members, meetings, and minutes will be posted. Only senators have voting privileges, but all students are welcome to attend. The SGA office is located in the Sterling College Student Union. Regular office hours are posted and will be kept by SGA executive cabinet members. SGA's governing body, the Student Senate, meets once each month in Cooper Hall. Clubs and organizations are also a part of SGA. Students are encouraged to get involved in any clubs and organizations that meet their interests. Any student concerns or comments can be emailed to sga@sterling.edu where they will be addressed by the executive cabinet. A list of all SGA clubs and organizations can be found at sterling.edu/student-life/clubs.

Campus Activities Board (CAB)

The Campus Activities Board (CAB) is the Sterling College campus board in charge of planning a large range of activities including dances, concerts, coffeehouse, and many more. CAB is a member of the Student Government Association (SGA). CAB holds weekly meetings to discuss ideas for new and upcoming activities.

Fellowship Christian Athletes (FCA)

Fellowship of Christian Athletes (FCA) is a club that have events geared towards helping athletes understand the gospel and grow in their relationship with God. We run many different things on campus such as worship nights, Testimony nights, sport-oriented game nights and many other types of events. We are here to help student athletes grow in their faith but also to help others that might not be playing a sport here at Sterling College.

CAMPUS DINING SERVICES

Campus Dining Services

Sterling College partners with Chartwells Higher Education Dining Services. Each student residing on campus is required to have a meal plan. Meal plans can be adjusted in the Office of Student life until the drop/add date of the current semester. All meals and market dollars must be spent before the current semester ends, as they do not carry over to the next semester. First-time freshman can choose from our 300 swipes and our 200 swipes meal plan. In addition, returning students and transfer students also have the option of choosing a 150 swipes meal plan. Students MUST use their student ID card to swipe in to the cafeteria for each meal.

“Market Money” is available for each of our meal plans. The market money is credit that allows students to purchase non-perishable items like peanut butter, bread, energy drinks, etc. from the Warrior Market.

Plan	Cost (per semester)	Cost (per year)	Market Dollars (per semester)	Guest Swipes	Open to:
300	\$3,423	\$6,846	\$50	12	All Students
200	\$3,126	\$6,252	\$75	10	All Students
150	\$2,911	\$5,822	\$100	7	All Students except 1 st year

Students can purchase extra meals or add market money to their account directly from Chartwells at the Dining Services Office. They are open Monday-Friday from 9 – 11 a.m. and 1 - 4:30 p.m. Additional meals and market money options are as follows: 20 meals \$164.23.00; 25 meals \$198.28; 50 meals \$349.91.

Market Money: Students can add market money to their account in any amount at any time

You may also call 620-278-4248 if you plan to use a credit card or debit card for payment. Please have your SC ID card available when you call so that funds are added to the correct account.

Dining Room Hours:

Monday – Friday

Full Breakfast: 7:00-8:30 a.m.

Continental Breakfast: 8:30 – 10 a.m.

Lunch: 11 a.m. – 1:15 p.m.

Pantry / Salad Bar/Market: 1 – 2 p.m. (2 p.m. – 4 p.m. ring doorbell for Market)

Dinner: 5:00 – 7:30 p.m. (Spring semester ends at 7:00 pm)

Market open until 8:00pm

THURSDAY (only) Late Night Snacks & Meal: 9 p.m. – 10 p.m

Weekend Hours

SAT: Continental Breakfast: 8 – 9 a.m. SUN: 9-10 a.m.

Lunch: 11 a.m. – 1 p.m.

Dinner: 5 – 6:30 p.m.

*Market closed 2-4 pm

Sick Trays

Sick trays are available for students who are too ill to come to the dining hall.

To-Go Boxes

One time purchase (per year) for \$8.50, take your meal with you. Ask the cashier for more information.

Food Allergies

If a student has a food allergy, please download the Dine on Campus app and put your information into our “Don’t be shy, Self-Identify” section. This will help our certified chefs be able to prepare food that will accommodate your dietary needs. Severe food allergies will need to be documented by a physician.

Dine-on-Campus App

Download the app from your app store for menus, nutrition information, allergy information, and more!

COMMUNITY LIFE

Student Conduct

Sterling College is a distinctively Christian community with certain lifestyle expectations placed on its students. These expectations are briefly described in what is known as the **Community Life Covenant**. Every student, regardless of age or residency status, is expected to uphold the responsibilities of the Community Life Covenant, both on and off-campus. It should be noted that this list is considered a baseline and is not necessarily comprehensive in nature. The College administration, faculty, and staff reserve the right to confront and address other behaviors that are viewed as dangerous, destructive, illegal, unbiblical, or inconsistent with the Sterling College mission.

The Community Life Covenant, which all Sterling College students sign and agree to abide by, contains the following lifestyle expectations, which allow the campus community to live in harmony:

1. I will endeavor to live in the spirit of honesty, integrity, and harmony- valuing the rights of others and the contributions of those who come from diverse backgrounds, experiences, and racial/ethnic origins.
2. I will not lie, cheat, or steal.
3. I will attend the mandatory Chapel and convocation services. I understand that I am encouraged to regularly attend services of a local Christian church.
4. I will abstain from the use and/or possession on the Sterling College campus, of alcoholic beverages, illegal drugs, and tobacco in any form. Neither will I collect, display, or possess alcoholic beverage or tobacco containers. I will abstain from the use of illegal drugs off-campus.
5. I will conform to all local, state and federal laws.
6. I will abstain from immoral sexual behavior (see Sexual Behavior policy below).
7. I will abstain from viewing, displaying, or listening to obscene or pornographic material (i.e.: magazines, computer, phone, videos, music, etc.), and I will abstain from the use of profanity.
8. I will exercise good sportsmanship at all athletic contests, including respectful behavior toward all officials, coaches, athletes, and spectators.
9. I will abide by the fundamental expectations of a Sterling College student, as expressed in the Sterling College Student Handbook.

The College reserves the right to discipline up to suspension or dismissal, any student who in its opinion, either by passive or aggressive behavior, is persistently interfering with the academic and administrative activities of the campus, hampering the ability of other students to learn or instructors to teach, or who in its continuation in the school is detrimental to himself/herself and his/her fellow students. (This could include serious mental disorders as diagnosed by a mental health professional).

In addition to the Community Life Covenant, there are additional fundamental expectations that exist for each student. These expectations are set forth in the student handbook and violations of these expectations may result in discipline as set forth in the handbook. The student has the right to appeal any violation of these expectations that results in suspension or dismissal.

Sexual Behavior Policy

Sterling College seeks to foster an environment of sexual purity based upon a Biblical standard, which allows sexual relations only within marriage (Genesis 2:18-25, Ephesians 5:22-31). God created human, male and female, as sexual beings. We believe gender identity is an aspect of God’s creative design (Gen. 1:26-28). We affirm, then, the Bible’s teaching that we are to live either in fidelity within the covenant of marriage or chastity in singleness. Sterling College strives to enhance and strengthen a holistic Biblical self-

identity for its students. This includes embracing the characteristics that God embodies (love, faithfulness, truth) and applying those characteristics to our own lives and all our relationships. The College does not condone involvement in or promotion of sexually immoral behavior such as premarital sex, cohabitation, adultery, homosexual behavior, transgender expression as demonstrated through a personal lifestyle, and the use or display of pornographic, obscene, or suggestive materials of any kind (including materials found on the Internet), as we believe those behaviors contrast with our identity as children of God. Inappropriate sexual conduct is subject to the College disciplinary process, which is administered in a caring and redemptive manner. Each situation is evaluated separately so that the support that is provided is the best for the individuals involved.

When students find themselves in an unbiblical or unhealthy relationship, or with questions regarding their sexual identity and/or sexuality, they are encouraged to come forward to take advantage of the College's counseling and pastoral resources to help guide and direct them through their struggle.

The Bible is clear in its teaching on the sanctity of human life and we will encourage choices that affirm life. Our belief in the sanctity of life guides our response to an unmarried student who becomes pregnant. Because the issues surrounding a pregnancy can be varied and difficult, the College strongly encourages any student who becomes pregnant or becomes involved in a pregnancy outside of marriage to contact a member of the Student Life staff. The staff member will seek to assist the student in an atmosphere that is caring and confidential and will explore with the student the life-affirming resources that are available. We are committed to standing with both the father and mother of the unborn child as they consider the results of their actions and as they make decisions for themselves and their child. We understand the complexity of needs that pregnancies present and will provide structure and support during this time. Counseling for both mother and father (if applicable) will be required. Due to the importance of appropriate prenatal care and well-being issues, College housing for the mother-to-be and father (if applicable) will not be available beginning with the third trimester. Any consequences determined necessary by the College will be applied equally to both parties if both are students.

Public Displays of Affection

Public Displays of Affection (PDA) must be discreet and in consideration of others in the community. Behavior by couples should be such that they always appear approachable. Couples are asked to remain in an upright position. The College reserves the right to define and judge what types of public displays of affection are permissible on its campus grounds and at College sponsored events. In addition, students should also be mindful of their displays of affection in private. Inappropriate conduct (for example, sleeping in the same bed together) will be addressed. Resident Assistants may issue warnings, or the RD may suspend visitation rights of the offending couples or take other appropriate disciplinary action.

Harassment, Verbal Abuse, Abusive or Hostile Environment, and Misconduct Policy

In accordance with Title IX and the principles of human dignity and intrinsic value as found in Scripture, Sterling College affirms that its students, faculty, and staff have the right to be free from harassment by any member of the College community. Sterling College does not tolerate communication or action of any kind which is intended to denigrate, threaten or harm others because of their race, sex, religion, age, disability or national origin. All such incidents of harassment will be subject to appropriate disciplinary action.

Sterling College stands fundamentally opposed to any form of sexual harassment (which includes gender discrimination, sexual violence, and sexual harassment, dating violence, and stalking) and will do all in its power to promote an environment that allows students, faculty, and staff to be free from the intimidation and coercion that accompanies such actions. Sexual harassment is defined as attempted sexual coercion, unwelcome sexual advances, and requests for sexual favors, physical conduct of a sexual nature, or verbal conduct of a sexual nature. Any words or behavior that produce an atmosphere of intimidation or hostility or are verbally abusive, are viewed as harassment. This also includes sexual harassment by use of e-mail, texting, chat transcripts, or network activity (including any social media sites). Gender discrimination is defined as unequal or disadvantageous treatment of an individual or group of individuals based on gender. Examples of gender discrimination include treating an individual differently based upon his/her gender in academic or extracurricular activities, academic programs, discipline, classroom assignment, physical education, grading, and/or athletics.

For more information and a detailed Sexual Harassment policy, contact

Richard Webb, Title IX Coordinator
Richard.webb@sterling.edu | 620.278.4246

Educational Programming

Sterling College holds standing up and looking out for one another's safety as a core value. One way in which our school commits to this value is by providing students, staff, and faculty with bystander intervention training, which we will also refer to as **Shield Training**. We want each student to have the knowledge and skills to be an **active bystander**, who **intervenes** when anyone is observed being harassed or endangered by sexual violence.

Being an active bystander doesn't stop at the edge of campus. For that reason, **all students, staff, and faculty** are required to complete the training. This includes students who are enrolled part-time, living off-campus, or those in online programs.

All Sterling College employees are trained how to report such activity and how to provide support to a student who has experienced a sexual offense.

College Resources

All Sterling College employees (faculty, staff, and administrators) are expected to immediately report actual or suspected discrimination or harassment to appropriate officials, though there are some limited exceptions. In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. The following names are some of the resources available to students and other members of the Sterling College community for information and support concerning sexual assault:

Campus Resources

Title IX Coordinator, Richard Webb	620-278-4246
Vice President for Student Life, Jason Briar	620-278-4232
Vice President for Academic Affairs, Erin Laudermilk	620-278-4217
Resident Director on-call	620-278-6218
Campus Nurse, Dana Ely	620-278-4505

Confidential Campus Resources – counseling@sterling.edu

Pastoral Counselor, Jose Carrillo

620-278-4341

Sex Offender Registry and Access to Related Information

The federal Campus Sex Crimes Prevention Act went into effect on October 28, 2002.

The law requires institutions of higher education to issue a statement advising the campus community as to where state law enforcement agency information concerning registered sex offenders may be obtained. It also requires the sex offenders already registered in a state to provide notice to jurisdiction of court order, residency, employment or vocation, or student enrollment. The Kansas Bureau of Investigation (KBI) has established a website to facilitate public access to information about persons who have been convicted of certain sex, violence and drug offenses, as set forth in the Kansas Offender Registration Act (K.S.A. 22-4901 et seq.). Effective July 1, 2005, K.S.A. 22-4909 was amended to require the website to prominently identify whether an offender is or is not a sex offender. Information regarding registered sex offenders may be obtained from the following website:
<http://www.kansas.gov/kbi/ro.shtml>.

Personal Appearance & Attire

The College is concerned about students' attire and etiquette. Part of this concern is based on moral issues (the Christian values of modesty and simplicity) and part is based on a desire to help students function in the world of work after college. As a Christian college, we believe clothing or masks should not be immodest or provocative. As individuals prepare for the world of work, it is important to learn to make decisions about what clothing is appropriate in different settings.

It is apparent that only occasionally do students need external guidelines as they make decisions regarding personal appearance. The following guidelines are standards in areas where questions are usually raised.

Swimming Pool Attire

Your cooperation in exercising good judgment in the selection of modest swimming attire is essential. Modest swimwear is required of both men and women who use the SC swimming pool, sunbathe on campus, and/or attend college-sponsored events at the community swimming pool. Swimwear for women such as one piece or fuller cut two-piece suits is considered appropriate; shorts-style swimwear is considered appropriate for men. Lifeguards will ask that cover-ups be worn over inappropriate suits.

Questions of interpretation regarding what is acceptable in swimming attire will be referred to the lifeguards and Student Life staff.

Workout and Athletic Attire

Certain attire is appropriate in a workout or athletic environment that is not otherwise acceptable on campus (e.g. spandex, cut off t-shirt with sports bras exposed, half t-shirts, etc.). Students can wear these articles of clothing in a workout environment but should change or cover up following the workout or practice.

General Campus Attire

Regardless of intent, the following items may be perceived as sexually provocative and therefore may be considered inappropriate on campus. Students should be thoughtful in their decision to wear the following:

- Visible undergarments
- Short shorts
- Halter tops
- Short or tight dresses or skirts, including mini-skirts
- Tight strapless, backless or low-cut shirts
- Baggy pants revealing underwear
- Face masks with inappropriate words or logos

Students may be asked by a staff member to change clothes or cover up. Likewise, a faculty member may ask a student to change or cover up in their classroom. Students who do not comply with these requests may be subject to disciplinary sanctions.

Statement on Sportsmanship

Sterling College is proud of its quality athletic programs. The athletic programs depend on a high level of student involvement. Students, faculty, and staff are encouraged to attend all athletic events. Good sportsmanship is a cornerstone of Warrior athletics and positive cheering is encouraged at all events. Behavior that does not represent the College in a positive light is not acceptable. Intoxication, shouting obscenities, displaying obscene gestures, and degrading the other teams' athletes, cheerleaders, officials, and fans will be grounds for immediate dismissal from the event. Students exhibiting these behaviors will also be subject to disciplinary procedures outlined in the student handbook.

Gambling

Sterling College recognizes that playing cards with friends is a great way to socialize. SC believes it is a biblical principle to be a good steward of what God has given you; this includes money/finances. Playing cards for money is not recommended on campus. College students are increasingly involved in recreational gambling, either legal or illegal. The vast majority of individuals participate in gambling activities without any problem. However, similar to other addictions, gambling becomes a problem for some people.

If you are concerned about your gambling or that of someone you know, the following warning signs may help clarify your concerns:

- An inability to stop once you start gambling
- Setting 'loss limits' for the day and then routinely exceeding the limits
- Borrowing money to pay gambling debts
- Lying to friends and/or family about gambling frequency or the extent of losses
- Neglecting other responsibilities such as school due to a preoccupation with gambling
- Constant self-worry about your gambling
- Consistently feeling the need for the "*gambling rush*"

If several of these signs sound familiar, you may want to discuss your concerns further with a counselor on campus. Additional resources can be found at these sites: gamblersanonymous.org; compulsivegambler.com; ncpgambling.org; problemgambling.com

If you currently need help, call 1-800-522-4700 (24-hour confidential helpline for problem gambling)

Compliance with College Officials

Students are required to comply with the direction of College officials or public safety officers acting in the performance of their duties. Students must also identify themselves to these persons when requested to do so.

Hazing and Pranks

Sterling College prohibits hazing in any form.

Hazing is inconsistent with the mission of the College, Christian community standards, and federal law. Consent of participants does not excuse hazing behavior. Hazing includes any intentional, knowing, or reckless act connected to joining or maintaining membership in a group that creates physical, emotional, psychological, or spiritual harm or risk.

Examples include but not limited to:

- Forced consumption of food or drink
- Sleep deprivation
- Public humiliation
- Degrading skits or activities
- Forced exercise
- Isolation from others
- Servitude
- Coercion involving alcohol or drugs
- Activities that conflict with personal convictions or faith

Any student, employee, volunteer, coach, advisor, or witness who suspects hazing has occurred is encouraged to report their concerns. Reports may be submitted by emailing the Office of Student Life at studentlife@sterling.edu or the Campus Safety Committee at campuscommittee@sterling.edu. Individuals may also submit a report through the online reporting form: <https://forms.gle/8kmajR8XMwbDZ3649>

The College explicitly prohibits Hazing and takes seriously any reports of Hazing. Consistent with federal and state regulations, the College will investigate alleged incidents of Hazing and Students found responsible for Hazing will be subject to Sanctions up to and including probable Suspension or Expulsion. **Stop Campus Hazing Act (SCHA)**; Kansas Hazing Law (K.S.A. 21-5418). As required by law, reporting of Hazing incidents is published on an annual basis on the Campus Safety and Security Report.

Investigation Procedures

Allegations of Hazing may be reported anonymously to Student Life, Campus Safety Committee, Athletics, or by completing a [Hazing Report](#) located on the Sterling College website (Student Life tab > Clery Act Compliance Information). Upon receiving a report of alleged hazing, the College will promptly review the information and conduct an appropriate investigation. The investigation may include interviews with involved parties and witnesses, review of relevant documents, communications, photographs, videos, or other evidence, and consultation with campus officials as necessary. Individuals are expected to cooperate fully and honestly throughout the investigation process. The College will strive to complete investigations in a timely manner while ensuring a thorough and fair review of all available information. Following the investigation, the College will determine whether a violation of the Hazing Policy has occurred and will impose appropriate sanctions when warranted.

Appeal Process

Any student organization or individual found responsible for violating the College's Hazing Policy may appeal the outcome of the investigation and/or the sanctions imposed.

Appeals must be submitted in writing to the Vice President for Student Life within five (5) business days of receiving written notice of the decision. Appeals will be considered only on one or more of the following grounds:

1. A procedural error occurred that significantly affected the outcome of the investigation.
2. New information has become available that was not reasonably available at the time of the investigation and could substantially impact the findings.
3. The sanctions imposed are substantially disproportionate to the violation.

The Vice President for Student Life, or a designated appeal officer not involved in the original investigation, will review the appeal and may affirm, modify, or overturn the original decision, or return the matter for further investigation. The decision on appeal will be communicated in writing and is final.

Unless otherwise determined by the College, sanctions imposed because of the investigation will remain in effect during the appeal process.

Though it is not uncommon for the student community to engage in humorous pranks, all individuals and groups are expected to ensure that such activities never exceed the bounds of good humor and respect for others. Such activities must never infringe on a student's rights, inflict physical or psychological pain, cause personal humiliation, or cause damage to College or personal property. Any action that gives rise to such consequences will be subject to disciplinary action and possible prosecution under Kansas State Law.

Awareness and Prevention

The College is committed to raising awareness of hazing prevention campus-wide, which includes, but is not limited to, the actions listed below:

The College will ensure that the hazing policy is reviewed with each of the following groups on a regular basis:

- New students each semester
- Student-athletes annually
- Student leaders annually
- Student club officers annually
- Resident and Assistant Directors annually

This review will include the College's definition of hazing, reporting procedures, expectations for conduct, and available resources for support and prevention.

Prank Guidelines

- Pranks must not result in personal harassment, excessive inconvenience, invasions of privacy (i.e., entering a room without prior permission of the resident of that room), or destruction, damage, or removal of property.
- Pranks must be safe. Any prank that jeopardizes the safety of individuals will not be tolerated. The responsibility for cleaning up, financial remuneration for damages, applicable fines, and additional costs incurred by the College lies with those who were involved with the pranks.

Theft

There are few things more destructive to a sense of community than theft. Whether theft takes the form of shoplifting, stolen credit card numbers, stolen cash or possessions, or burglary - the result is that trust is diminished and people become angry and disillusioned. Theft is against the law and against the mission and policies of Sterling College. Because theft is a real and present danger to SC and its constituents, violators will face severe sanctions, including the possibility of suspension from the residence halls or the College.

Phone Fraud

The unauthorized use of another person's telephone or unauthorized charges to a third party is a criminal act and subject to both legal and College sanctions. If you are the victim of phone fraud, contact your long distance carrier and notify the College.

Solicitation Policy

Solicitation from outside groups or individuals for profit is not allowed on campus without permission from the Vice President for Student Life. This applies to all students, faculty, and staff. Fundraisers for non-profit causes are acceptable

Drones

Drones are not permitted on College property without permission from Student Life.

Perspectives on Discipline

It is expected that all Sterling College students conduct themselves in accordance with SC expectations and standards as well as demonstrate a pattern of self-discipline. When a student intentionally or unintentionally violates the College behavioral standards, he/she breaks the agreement that they made with the College to comply with its expectations. These expectations are established both for the well-being of the individual and for the community. The student must be held accountable in his/her failure in keeping Sterling College behavioral standards. In every community there are expectations and a need for accountability.

Students who violate the College behavioral expectations and standards will be held accountable for their behavior. The principle of

accountability is providing a climate that encourages students to take responsibility for their own actions. Students can expect to be confronted, counseled, advised, and when warranted, disciplined. A criminal conviction is not required for sanctions to be imposed upon a student for violation of college policy.

Our purpose is to administer discipline that blends accountability with redemption for the individual, while still maintaining the mission of the College. The Sterling College philosophy of discipline follows Hebrews 12:11, "No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it."

Ministry First

Our ultimate objective at Sterling College is that each student comes to know God, and Jesus Christ His son, personally and grow in their walk with Him. When lifestyle or discipline issues occur, the first concern of the Student Life staff is ministry to the student. Each issue is addressed with care and concern for all involved. Sometimes consequences must follow as part of discipline, but it is done with the desire to move students closer to God. Mercy is balanced with consequences in each case.

Self-Discipline

We believe self-discipline is the most effective form of discipline. When an individual accepts responsibility for decisions and follows through on personal commitments, then mastery of self-discipline is evident. Integrity and personal responsibility are the cornerstones of self-discipline.

Peer Discipline

We believe in the value of peer discipline and that it should be coupled with self-discipline. Students who attend Sterling College are encouraged to share responsibility for those around them. Accountability to peers often provides the support necessary to live by proper guidelines. The foundation of peer discipline is a strong blend of love, accountability, and trust.

Growth Initiative

If the student's behavior, including addictive behavior, has been in violation of the policies of the College, and the student wishes to change, you are encouraged to take the initiative to discuss the behavior of concern with a Resident Director or other member of the professional Student Life staff. Upon doing so, the problem may be defined as a personal problem and may be exempt from the threat of disciplinary action for infractions accumulated up to that point. The Student Life staff will develop a plan to assist you in changing your behavior. This plan is called a Growth Initiative. The following requirements must be met in order to take advantage of the Growth Initiative:

- The student must initiate the contact. Once a student has been confronted and formal discipline has begun, the situation can no longer be addressed within the concept of the Growth Initiative.
- The student must sign a Growth Initiative Contract with the Office of Student Life. This contract will specify the behavior changes the student wishes to make, obligations to the College community and/or selected mentors, the type of assistance to be received from the College or outside agency in accomplishing the goals for change, and consequences for not following through with the commitments made in the contract. Behavior following the contract must conform to the requirements of the contract.

If a student breaks the requirements set forth in the contract, insufficient progress could result in disciplinary action up to and including suspension. The Growth Initiative Contract will be periodically reviewed.

It is Sterling College's desire to respect the integrity of the student who has initiated a request for help. Therefore, the Growth Initiative is designed to provide such support as opposed to responding with punitive discipline. It should be noted that in cases where behavior is repetitive, self-destructive, hazardous to others, or of significant legal issue, the College may respond accordingly. Depending upon the behavior in question, the College reserves the right to require the person to enter a professional setting where adequate help is available.

Disciplinary Process

When self-discipline is abandoned, peer discipline is ignored, and when a growth initiative option is not exercised, we believe formal discipline can provide the opportunity for change and redemption in the lives of our students.

Dorm/Campus Violation Enhancer: If violation of dorm visitation rule occurs and in the course of that violation a crime or Title IX violation are alleged, consequences may include loss of dorm privilege pending outcome of criminal/civil actions. This is primarily addressing sexual assaults but could include drug or other criminal behavior being carried out on campus and or in a dorm.

NOTE: Whenever a student is involved in a disciplinary action, they will be encouraged to share the information with their parents. The College reserves the right to notify parents regarding disciplinary action taken when deemed appropriate.

Areas of Misconduct

Level One Sanction: These behaviors could result in disciplinary warnings with or without additional conditions or alternative requirements. They include, but are not limited to, the following:

- Failure to respect the quiet hours policy in college residence halls or other incidents of minor disturbance of the peace;
- Failure to respect of general residence life policies including but not limited to checkout procedures, cleanliness, and misuse of residence hall equipment and/or furnishings;
- Engaging or threatening to engage in behavior that would cause minor damage to college property or to the personal property of others;
- Playing games that include the trading of money (gambling in any form);
- Use of profanity, vulgarity, or obscenity in any form;
- Failure to respond to a summons to any administrative office or to appear at a college disciplinary hearing;
- Not following the visitation or open house policies which may result in a minimum \$25 fine
- Use of tobacco in any form, including electronic cigarettes; min. \$25 to max. \$200
- Displaying any alcoholic beverage/drug paraphernalia, including but not limited to bottles, cans, personal photographs, posters, and T-shirts;
- Displaying any blatant sexual material, including but not limited to personal photographs, posters and T-shirts;
- Minor instances of disorderly conduct during Chapel or any other public assembly or class; and
- Other violations of college housing policies, general college policies, or parking/safety regulations

Level Two Sanctions:

These behaviors may result in a minimum disciplinary response of probation on the first occurrence with a semester or more suspension on the second occurrence and may also result in additional conditions or alternative requirements. They include, but are not limited to, the following:

- Failure to comply with disciplinary decisions, conditions of probation or the directive of a college official acting in the performance of his or her duties.
- Lying to a college authority, including all administrators, members of the faculty, staff, and residence assistants.
- Engaging or threatening to engage in behavior that would cause major damage to college property or to the personal property of others.
- Engaging or threatening to engage in behavior which poses a danger of causing physical and/or emotional harm to self or to others, including hate speech.
- Misuse of or tampering with fire or safety equipment; that is, using such equipment for other than its intended purpose under circumstances justifying that use. This automatically includes a fine of at least \$500 for such misuse of fire extinguishers and knowingly making false notifications of emergencies, including the pulling of fire alarms. Referral to appropriate authorities will also occur.
- Possession or use of fireworks or chemicals that are of an explosive or corrosive nature, automatically including fines of at least \$300 for possession or use of such agents.
- Burning of candles, incense, or any other flammable material in the residence halls. This automatically includes a fine up to \$100.
- Unauthorized possession or use of college keys.
- Unauthorized entry or use of college buildings, facilities, equipment, supplies or resources, or unauthorized presence on building roofs. Unauthorized use or entry of a college building automatically includes up to a \$100 fine.
- Misdemeanor theft and/or possession of stolen property
- Forgery, alteration, or misuse of college documents, forms, records, identification cards, or meal tickets/plans.
- Premarital, extramarital, homosexual, or other immoral sexual behavior.
- Possession and/or use of pornography of any kind.
- Violation of law or college policy for computer use.
- Theft of services, including failure to meet financial obligations for professional services and rental agreements.
- Repeated violations of the visitation policies of residence halls includes up to a fine of \$300.
- Possession or consumption of alcoholic beverages on or off campus. Note: Second violations of possession or consumption of alcoholic beverages on or off campus, including second violations occurring after first-violation probations have been completed may result in suspension. Presence of the aforementioned activities will constitute a violation of the policy as well (Refer to Alcohol Violations pg. 31-32). Includes a fine up to \$400.
- Providing alcohol to minors. Note: Second violations of providing alcohol to minors, including second violations occurring after first violation probations have been completed, may result in suspension from the college.
- Possession, distribution, or sale of drug paraphernalia. Note: Second violations of possession of drug paraphernalia, including second violations occurring after first-violation probations have been completed, may result in suspension from the college

Level Three Sanctions:

These behaviors may result in suspension from the college for one or more semesters, including indefinite dismissals on the first occurrence. These include, but are not limited to, the following:

- Possession, use, distribution or sale of illegal drugs, including controlled prescription drugs and steroids. Includes fine up to \$400.
- Hosting an event or private party (or otherwise allowing such an occasion to occur) at a student's residence, whether apartment, house, or other facility, or at any other location, public or private, at which Sterling students are in violation of possession or consumption of alcoholic beverages.
- Second violations of possession or consumption of alcoholic beverages on or off campus or at college sponsored events or activities, including second violations occurring after first-violation probations are fulfilled. Includes fine up to \$400.
- Participation in hazing.
- Intentionally causing physical or emotional harm to another person (including, but not limited to, hazing) on or off campus or at college sponsored events or activities, unlawful detention of another person against his or her will, or seriously threatening harm or harassment, including stalking.

- Arson or attempted arson. This includes intentionally setting fire to any item in a non-designated area. This will include a minimum fine of \$500.
- Felony theft.
- Intentionally giving a false warning of a campus emergency, including a second offense pulling of fire alarms.
- Possession, use, or discharge of any weapon on campus or at college sponsored events or activities. (See gun storage policy.) All firearms, including airsoft/paintball guns, BB guns, bows and edged weapons are not permitted on campus. Includes fine up to \$400
- Intentionally interfering with college events, business activities, or educational purposes

SPECIAL NOTE: Repeated or aggravated violations of any section of misconduct will result in additional disciplinary responses, especially in cases where the infractions occur during a disciplinary probation (Accountability Agreement). A student's entire disciplinary record will be considered when decisions related to disciplinary responses are made. Terms of any disciplinary response will be set at the conclusion of disciplinary review. In most cases, the terms will extend to at least the end of the academic semester. The Vice President for Student Life or appropriate designee has responsibility for setting such terms and may extend, reduce, or otherwise alter the term according to the specific situation

Disciplinary Actions

One or more of the following disciplinary actions may be taken with regard to any rule or policy violations at the College. The college shall take disciplinary measures, as it deems appropriate, and need not start with the least restrictive option.

Warning: An official written or verbal reprimand for misconduct or inappropriate behavior. A warning indicates that further violations will result in more severe disciplinary action and fines.

Probation: Probation will result in an Accountability Agreement that may include the following:

- a mentoring relationship with a faculty/staff member
- community/volunteer service
- counseling
- fine
- loss of extra-curricular or co-curricular privileges (Students involved in leadership activities such as SGA, CAB, athletic teams, theatre, choir, ministry teams, music teams, etc. may forfeit a certain percentage of their participation.)

Suspension: A student who is suspended from the College will have their enrollment terminated involuntarily and grades of W issued in all courses for that term. He/she will be required to leave campus within 24 hours after the suspension is communicated to the student. If the student is suspended before the last day to withdraw from the current semester, the student will be eligible to reapply for the next semester within the same academic year. If a student is suspended after the last day to withdraw for the semester, the student must wait an entire semester before he/she may reapply. The College reserves the right to require the student to leave campus immediately if it is deemed necessary. A possibility of re-admission exists at a future date.

All or a portion of funds paid toward tuition and room and board may be forfeited. If a student is suspended during the semester, charges will be prorated if he/she has been enrolled for less than or equal to 60% of the term. If a student has been enrolled for more than 60% of the term, he/she is not eligible for a reduction in tuition, fees, room, or board charges. A refund is calculated by dividing the number of days enrolled by the number of calendar days in the semester (including weekends and holidays but excluding spring break). See page 28 of the academic catalog for information on how withdrawal affects financial aid. If a student is a recipient of Federal Title IV financial aid, refunds to those programs are required by federal law to be the first priority and must be returned in the following order: Unsubsidized Federal Stafford Loan, Subsidized Federal Stafford Loan, Federal Perkins Loan, Federal PLUS Loan, Federal Pell Grant, and Federal SEOG.

A student is not eligible for a refund until all Federal Title IV programs and other scholarships are reimbursed as required and all outstanding balances with the College have been cleared. Federal law requires all student borrowers to participate in an exit interview through the Financial Aid Office. Tuition, room, and board are the only charges available for refunds. A student who has been suspended should contact the Business Office for details on how it will impact students' account.

The student is not permitted to attend any Sterling College sponsored activity or be on the SC campus. Parents may be notified after a suspension decision has been made, as allowed by FERPA. If possible, the call will take place with the student and staff together.

Dismissal: A student who is dismissed from the College will have their enrollment terminated involuntarily and grades of W issued in all courses for that term. He/she will be required to leave campus within 24 hours after the dismissal is communicated to the

student. The College reserves the right to require the student to leave campus immediately if it is deemed necessary. The student will not be readmitted to Sterling College.

All or a portion of funds paid toward tuition and room and board may be forfeited as set forth in the suspension section above. The student is not permitted to attend any Sterling College sponsored activity or be on the SC campus. Parents may be notified after a dismissal decision has been made, as allowed by FERPA. If possible, the call will take place with the student and staff together.

Fines: Fines are primarily issued for non-compliance with, or violation of, College policies. Possible fine include but are not limited to:

Alcohol violation	\$75 - \$200
Drug Violation.....	\$200 - \$400
Tobacco Violation	\$25 - \$200
Burning of incense or candles	\$25
Removal of public furniture to "furnish rooms"	\$25
Violation of visitation policy	\$50 - \$300
Possession of any type of firearm or weapon	\$200 - \$400
Found in Closed Buildings	\$100
Replacing Screens	\$100
Tampering with Exterior Electronic Doors.....	\$200 - \$400
Tampering with fire equipment	\$100
Failure to follow proper checkout procedures	\$100 - \$250
Miscellaneous.....	\$25 - \$100
Key Replacement	\$50
Move-In Early Charge (with approval).....	\$100 a night

Fines may be paid directly to the Student Life Office. If fines are not paid in full by the due date, they are subject to increase and may be placed on the student's account. **There is a 25% increase on fines placed on the student's account.**

Other sanctions include community service, restitution, counseling, referrals, and evaluations. A copy of all serious disciplinary actions will be placed in the permanent file of the student. Where applicable, parents of students who have broken certain policies will be notified of disciplinary action.

In the event that the VP for Student Life, or designee, judges that a student presents a potential threat to the personal safety of self, others, or property, the student can be removed from campus immediately until a judicial hearing or external evaluation (at student's expense) will be arranged to determine if they are safe to be in a community setting. The student's parents will also be notified. Violations of civil law may be handled by civil, as well as, campus authorities.

Fair and Impartial Process

It is Sterling College's desire to treat all students equitably when there is a situation that warrants confrontation that could lead to a disciplinary response. Students who are suspended or dismissed will receive a verbal and/or written summary of the reported behavioral infraction and a written determination of the case in question. Students do have the right to appeal official disciplinary decisions resulting in suspension or dismissal.

Appeal Procedures

Students have a right to appeal any decisions resulting in suspension or dismissal to the Student Appeals Board. The Student Appeals Board is composed of representatives from Sterling College faculty and staff and is chaired by a faculty member.

Students have the right to appeal the suspension or dismissal decision when they believe that Sterling College did not follow established procedures or that no violation occurred. If the student agrees that Sterling College followed established procedures and that the violation occurred, no appeal will be accepted. Students wishing to appeal a disciplinary decision resulting in suspension or dismissal must proceed as follows:

1. Appeals must be made in writing and filed at the Office of the Vice President for Student Life. Appeals must be made within 48 hours after the student has been informed of the disciplinary decision.
2. The written statement must specify the basis for the appeal and provide all documentation available to support that claim.
3. The Student Appeals Board will review each case, schedule a hearing, and rule on the appeal. The decision of the Student Appeals Board is final.

4. The student appealing has the right to appear at the hearing and to present their evidence (with or without legal counsel).
5. If the student appeals the disciplinary action involving, suspension or dismissal, the discipline sanctions may be stayed pending the completion of the appeal process. If the student appeals the disciplinary action, the College, in its discretion, may stay the discipline actions pending the completion of the appeal process.

After the Student Appeals Board rules, or when the student has failed to follow appropriate appeal procedures, the disciplinary decision then becomes final.

Procedure for Addressing Complaints

It is the policy of Sterling College to provide an effective and acceptable means for a student to bring problems or concerns to the attention of the institution for review and resolution.

- Concerns regarding a faculty or staff member
 - As a first step, a student is encouraged to discuss his/her concern directly with the faculty or staff involved. If the student feels uncomfortable with directly discussing his/her concern with the involved faculty or staff member, or thinks that the concern was not handled appropriately, the student may discuss his/her concerns with the appropriate supervisor or department chair (unless the professor in question is also the department chair, in which case the student may discuss the matter with the division chair). If the student is still not satisfied with the concern, they may discuss the matter with the VP for Academic Affairs.
- Concerns regarding another student(s)
 - As a first step, a student is encouraged to discuss his/her concern directly with the other student(s) involved. If the student feels uncomfortable with directly discussing his/her concern with the involved individual(s), then the student may discuss his/her concern with his/her Resident Advisor (RA). If the student does not think the concern was handled properly, then the student may discuss the matter with the Resident Director (RD). If the concern is still not solved, the student may discuss the matter with the VP for Student Life.
- Roommate Conflicts
 - As a first step, a student is encouraged to discuss his/her concern directly with the roommate(s) involved. If the student feels uncomfortable with directly discussing his/her concern with the involved individual(s), then the student may discuss his/her concern with his/her Resident Advisor (RA). If the student does not think the concern was handled properly, then the student may discuss the matter with the Resident Director (RD). If the concern is still not solved, the student may discuss the matter with the VP for Student Life.
- Academic Concerns
 - As a first step, a student is encouraged to discuss his/her concern directly with the instructor. If the student feels uncomfortable with directly discussing his/her concern with the instructor, or thinks that the concern was not handled appropriately, the student may discuss his/her concerns with his/her academic advisor. If the issue is still not resolved, the student may discuss his/her concerns with the department head, then the division head. If the student is still not satisfied with the concern, they may discuss the matter with the VP for Academic Affairs.
- Athletic Concerns
 - The student should discuss his/her concerns with the coach. If the issue is not resolved, the student may discuss his/her concerns with the Athletic Director.

Informal Resolution

Occasionally, a student will encounter a problem on campus that he or she does not know how to resolve. When this happens, the student should always try to work out the problem by first discussing it with those most appropriately involved with the issue, whether it is faculty, staff member or another student. Dealing with concerns in the most direct and honest fashion should always be the first step toward resolution. Based on the Matthew 18 principle encouraging believers to first go to each other and work out an issue, it is the hope that most issues and complaints could be amicably resolved through a process of discussion and negotiation.

Formal Complaint Policy:

The Sterling College Student Complaint Policy is available to students who request to have a concern resolved about a person or process of the College community not covered by existing policies, such as the grading, residence, student community life, sexual harassment, etc. The objective of the Sterling College Complaint Policy is to resolve concerns as quickly and efficiently as possible at the level closest to the student.

Formal Complaint Process

If the complainant is not satisfied or not willing to address the issue with the individual, a formal process may be initiated. All formal complaints must be in writing using the official Sterling College Student Complaint Form, which is available in the Office of Student Life. Complaints should be filed during the semester of occurrence but no later than 30 days after the date of the incident.

Formal Complaint Resolution Process

- Formal complaints should be completed in writing on the form provided and submitted to the Vice President for Student Life.
- Sufficient detail on the issue of concern and attempted resolution should be included.
- The Office of Student Life will determine the appropriate personnel needed to address the complaint or follow up to request additional information.
- Students will be contacted within a week of filing the complaint either to communicate a resolution or to request more information and inform on the process.
- Unless the issue demands significant exploration or investigation, a written response should be sent to the student within two weeks.
- As stated in the policy above, some issues are covered under existing policies, and the student could be referred to those policies and the personnel associated with those areas.

CAMPUS SAFETY AND SECURITY

Campus Security

For the protection of campus property and the members of the College community, the Sterling Police Department walks through and secures all campus buildings. Residence halls are locked 24 hours a day and require programmed IDs to access.

Residence Hall

- Keyless entry with Sterling College ID
- Locked 24 hours a day

Academic Buildings and Student Union

- Keyless entry with Sterling College ID
- Locked after 5 PM

Although Sterling College takes reasonable precautions to ensure student safety and property protection, the responsibility still lies with the student to use common sense and request assistance from the RD on Duty or Sterling Police Department when necessary. Even though Sterling is often considered a rural community, believing that “it won’t happen to me” may lead to serious trouble.

Safety Precautions

- Do not walk alone at night from one building to another, back to a residence hall, or to off-campus housing. If you work or study late, have a friend accompany you.
- Avoid shortcuts and dark, isolated places when walking or jogging at night.
- Keep office, classroom, or lab doors locked at all times when studying at night.
- Turn and walk in the opposite direction when you suspect you are being followed by a car. Note license plate number, if possible, and inform the police and Office of Student Life of the incident. Get inside a safe location as quickly as possible.
- Have keys and ID out and ready to unlock the residence hall door before you get to it.
- Keep room door locked at all times.
- Lock doors upon entering or leaving your vehicle.
- Communicate with roommates, teammates, and or RA’s on leaving campus over-night.

ID Cards

For the safety of everyone on campus, students are required to carry their student ID at all times while on campus. The Office of Student Life issues cards to students during check-in. ID photos are taken during registration. Your ID card is used as your meal swipe card, library card, and door access key. Always keep your ID on you. New students will be issued their first ID card free of charge. Please keep your card from one semester to the next, as it will be valid until graduate or leave Sterling College. The cost of replacing a lost ID card is \$15.00 (if you pay with cash), credit card will be charged 3% (\$15.45) or \$20 (if you charge it on your student account). If your ID is not working, if you need a replacement ID, or if you have any other questions or problems related to your ID, please go to the Office of Student Life.

Unauthorized use of College Keys and Entry into Campus Buildings

Any student found copying College keys, misusing keys issued to them, or acquiring keys through fraudulent means will be subject to appropriate disciplinary action. Students found in campus buildings without proper authorization after regular access hours will be subject to appropriate disciplinary action.

Student Right-To-Know and Campus Security Act (PUBLIC LAW 101-542)

In accordance with the Student Right-to-Know and Campus Security Act (Public Law 101-542), a statistical report for crime on the campus of Sterling College is provided on our website at sterling.edu/student-life/safety-security.

Reporting Criminal Actions or other Emergencies

All criminal activity on the Sterling College campus, as well as off-campus criminal activity that might involve Sterling College students, should be reported to the Vice President for Student Life. The Vice President, in consultation with his or her staff, will initiate timely warnings to the appropriate people as each situation arises. The Vice President may hold the identity of the victim/witness that makes the report confidential, as appropriate. Records of campus criminal activity will be kept and made available upon request. Three-year crime statistics are available on the College’s website.

Warrior BIT Team Referrals

The Warrior BIT is a cross-campus team that meets on a need's basis for "red flags" in community behavior over time. With a multidisciplinary approach, BIT provides a centralized and coordinated assessment and intervention process to identify and aid those displaying trouble or disruptive behaviors, prior to the onset of crisis, to promote a safer campus community.

While interacting with others on campus, individuals may be faced with situations in which someone is highly disruptive or displays behavior that may appear threatening to self or others.

To make a referral please contact studentlife@sterling.edu.

Make a referral when others display:

- Overly aggressive behaviors toward others; inability to set limits or re-direct focus
- Inability to make decisions or cope
- Highly inappropriate or strange behavior that may pose a threat to safety
- Extreme overreaction to circumstances
- Writings and comments endorsing violence; unusual interest in violence
- Indirect or direct threats in writings or verbalizations
- Lack of empathy and concern for others; inability to care
- Severe anger management problems
- Appearance of being overly nervous, tense, or tearful on more than a single occasion
- Written or verbal expression of suicidal thoughts; suicidal actions or self-injury; or feelings of hopelessness
- Statements regarding having a weapon on campus
- Threats about harming self or others
- Erratic behavior (including online activities) that disrupts the mission and/or normal proceedings of other Sterling College students, faculty, or staff
- There has been involuntary transport to the hospital for substance use/abuse
- There has been involuntary transport to the hospital for mental health issues
- Significant behavioral or emotional changes
- Significant withdrawal
- A drastic change in hygiene or appearance
- Significant decline in academic performance
- Alcohol or drug abuse or addiction
- Bizarre thoughts or behavior that do not fit the context of an event or situation

If there is an immediate threat to a student or to the community, or if there is a medical or mental health emergency, please dial 911.

Reporting Suspicious or Dangerous Behavior

All Sterling College students are encouraged to report suspicious or dangerous behavior immediately to an RD or other Student Life personnel. In the evening hours, the RD on duty can be contacted at 620-278-6218. If a Student Life staff member cannot be located quickly, students are encouraged to call the Sterling Police Department at 620-278-2100 or 911 if it is an emergency.

Firearms, Weapons, and Flammable Material

For the safety and well-being of the College community, the possession of and/or use of fireworks, firearms, air-soft guns, blow darts, stun guns, other weapons, or any explosive device on campus is prohibited. This includes bows and arrows, knives (other than pocketknife with a blade no longer than a driver's license), BB guns, paint guns, and other items that are capable of causing physical harm to others or damage to property. Paintball guns may not be shot anywhere on campus. Violation of this policy will result in confiscation of the paintball equipment. Under no circumstances may weapons or ammunition of any kind be stored in a student's room or vehicle while parked or driven on campus.

Flammable materials, such as gasoline, kerosene and Coleman fuel products, may not be kept in residence halls.

- **Fireworks:** Under no circumstances are fireworks of any kind to be used or stored on campus.
- **Candles and Incense:** For safety reasons, candles, incense, or anything else with an open flame may not be burned in the residence halls.
- **Christmas Decorations:** The use of live Christmas trees and other flammable decorations are prohibited in residence hall rooms. Artificial trees and other nonflammable decorations may be used. Extreme caution should be exercised when using these items. The manufacturer's instructions for use must be followed in all situations.

Failure to follow any of these policies will result in appropriate disciplinary action.

Vehicle Registration

All students must register his/her vehicle with the College. Students may register their vehicle during online registration. A Sterling College parking permit will be issued and must be displayed in the vehicle at all times. Permits are included as part of your student fees and can be picked up in the Office of Student Life. A vehicle acquired during the semester and/or changes in an existing vehicle information, such as a new license plate number, must be registered with the Office of Student Life within 48 hours.

Parking

The use of motor vehicles by Sterling College students is a privilege, not a right. The privilege brings with it the responsibility to abide by regulations governing vehicle use. Sterling College provides free parking here on campus for student vehicles that have both registered and display a current SC parking decal sticker. Failure to do so may result in the removal of vehicle privileges and/or immediate towing of the vehicle. NOTE: The College is not responsible for damage or stolen property, which occurs in vehicles parked on school property.

Students are required to park in non-designated parking spaces only. Students are not permitted to park in handicapped spaces (unless proper credentials are displayed), red fire lanes, yellow loading zones or spaces otherwise designated for a specific use. If your vehicle is parked in a location, it should not be, there will be a citation issued and you will be notified by email about fines added to your student account. Vehicle registration is done during Warrior Welcome Orientation week as well as throughout the academic year in Student Life. You will need to provide license plate number, make and model of your vehicle when registering. If you change vehicles during the year, it is the students responsible for updating all the registration information with Student Life.

BASE FINES

\$50 Vehicle not registered
\$50Vehicle not displaying registration
\$50 Parking in designated parking
\$50Parking in faculty or staff designated spots
\$50Parking in a loading zone
\$100..... Parking in a fire lane
\$100..... Parking in a handicap spot without credentials displayed

Handicap and Fire Zone Parking

Parking spaces designated for handicapped parking are for vehicles with an appropriate, state-issued disability parking tag. Vehicles parked without an appropriate parking tag will be subject to immediate towing, at the owner's expense. Parking illegally in a fire zone is not allowed. The owner will be subject to fines up to \$100 or towed.

Traffic Discipline

Every person driving or parking a vehicle on campus is responsible for knowing and abiding by the regulations. The owner or registrant is responsible for his or her own vehicle at all times, regardless of who is driving, if a parking or traffic violation should occur. The first violation will be a written warning, the second violation will be a \$50 fine, the third and final violation the vehicle will be towed.

College Vehicles

Sterling College owns several vans and cars. These vehicles are for College business only and are not available for personal use. In certain situations, students may be asked to use a College vehicle to pick up prospective students or other guests at the airport, train station, etc. In addition, certain campus jobs may require the use of a College vehicle. If a College vehicle must be used by a student for these reasons, it can only be used under the following conditions:

- Under faculty/staff request and supervision for a school-sponsored activity.
- The student must be at least 25 years old.
- The student must be approved by the College's insurance company.
- A Student Driver Form must be completed and on file with the Financial Services Office

EMERGENCY PREPAREDNESS

Sterling College takes the safety of all students and campus personnel very seriously. It is important to follow all emergency procedures for severe weather, fire, and any other emergencies that might take place while on campus. For the complete Sterling College Emergency Preparedness Plan, please log in to your mySterling at www.my.sterling.edu.

Sterling College uses the E2campus alert system for all emergency alerts. These alerts come to your personal cell phone in the form of a text message. Please visit the office of student life to sign up for the e2campus emergency alert system.

In the Case of Severe Weather

In the event of a severe weather threat, follow emergency weather alert instructions and move to the innermost, lowermost place in the building. (Douglas Dorms move to Kilbourn or Evans basements)

Alarms and Fire Safety Equipment

In order to provide the safest possible environment for the residents, each of the residence halls is equipped with an adequate fire alarm system. The fire alarm system is to be used only in the case of an actual emergency caused by fire or for those fire alarm drills conducted at the discretion of the Vice President for Student Life. Tampering with the fire alarm system or any of the fire safety equipment (smoke detectors, fire extinguishers, exit signs, pull stations) will result in disciplinary action by the College. In addition, such tampering is a criminal offense and may be prosecuted.

In the event of a fire alarm, residents are required by state law to exit quickly from the residence hall according to the instructions given them by their RA or Resident Director. Residents will not be permitted back in the building until all residents are evacuated and the signal is given to reenter.

In the Case of Fire

WHEN THE FIRE ALARM SOUNDS, ALL RESIDENTS MUST VACATE THE BUILDING IMMEDIATELY, UNTIL CLEARED TO RETURN.

The Sterling Fire Department has recommended the following procedures in case of fire:

- Check the door of your room. If your door seems cool and there is no evidence of smoke in the hall:
 - Open the door cautiously, keeping your body braced against it. Keep one hand on the knob and the other hand over the door opening to detect any in-rushing heated air.
 - If the halls appear safe, proceed rapidly out of the building. Close all windows and doors behind you, but leave them unlocked.
 - Go to the nearest exit and leave the building. Nearest exits are posted in each room.
 - Meet quickly at your designated area so all persons can be accounted for. Designated areas will be announced at the beginning of the year.
- If your door is hot, you are probably trapped. Do not open the door. Instead, follow this procedure:
 - Seal up the cracks around the door using cloth articles. This helps seal a barrier against heat and smoke.
 - Hang a sheet out the window to signal rescuers.
 - Open the windows slightly at the top and bottom to let fresh air in and smoke out of the room.
 - Wait to be rescued.

If you must move through a smoke-filled area, move quickly in a crawling position. Heat and smoke rise.

In the Case of an Active Shooter

Sterling College adopts the ALICE protocol as its active threat response system. ALICE is not a linear process; steps may be followed in any order depending on the situation.

A – Alert

- First notification of danger.
- Use plain language to announce the threat through all available channels (E2Campus, intercom, etc.).
- Provide as much information as possible: who, what, where, when.

L – Lockdown

- If evacuation is not safe, secure your area.

- Lock doors, turn off lights, and create barricades using furniture.
- Stay low and out of sight.
- Silence phones and remain quiet.

I – Inform

- Share real-time updates with law enforcement and those in the building.
- Use specific language: “Shooter in east hallway near Library.”
- Continue to inform as long as it is safe to do so.

C – Counter

- As a last resort if directly confronted, distract or confuse the intruder.
- Use noise, movement, and objects to disorient.
- Fight back only if your life is in immediate danger.

E – Evacuate

- When safe, escape the area.
- Know alternate exits and routes.
- Help others evacuate if possible.
- Leave belongings behind.
- Keep hands visible when exiting toward law enforcement.

Post-Incident Actions

- Report to designated assembly points.
- Cooperate with law enforcement for debriefing.

Health Services

Sterling College Health Services is a nurse-directed health service. Students are referred to doctors, nurse practitioners, physician assistants, dentists, optometrists and other medical personnel as needed or requested

Campus Medical Director

Mark Reed, MD

Campus Health Director

Dana Ely RN, BSN
nurse@sterling.edu
620-278-4505

Location:

Student Union

Hours:

Monday - Friday : 9 a.m. – 3 p.m.
Closed Wednesday's

Services Offered:

- Prescheduled appointments are available when appropriate.
- Walk in visits for general health or wellness concerns
- TB skin tests, maintenance allergy shots
- Equipment Loans: crutches, slings, heating pads, ace bandages
- Campus Health Office will work with a student's family doctor with approval of our Medical Consultant.
- Referral of students as needed or requested to the Sterling Medical Clinic, Emergency Room and local specialists.
- With a few exceptions, treatment is free to all Sterling College students

Vaccination Recommendations:

The Centers for Disease Control and American College Health Association recommend that young adults consider the following immunizations or screenings listed on the CDC website before entering college: <https://www.cdc.gov/vaccines/imz-managers/coverage/teenvaxview/groups/college.html>. These vaccines/tests can be obtained from your local physician or health department. Under-vaccinated students may be excluded from international mission trips due to increased risk. Under-vaccinated students may also be excluded from campus housing activities or class in case of an outbreak of that virus.

Official immunization records are required as proof of immunization.

Vaccination Requirements:

Kansas now requires all incoming students residing in student housing to be vaccinated for meningococcal disease. Students must have a meningococcal vaccine booster (MCV4 or MPSV4) at age 16 or later or the student must sign a waiver declining the vaccine. The risks of meningitis can be found at: <https://www.cdc.gov/meningococcal/index.html>.

TB screening – Required for new students:

All newly admitted Sterling College students are required by Kansas Statute 65-129e to complete a TB questionnaire before attending class at Sterling College to aid in prevention and control of Tuberculosis. Begin the process ASAP to avoid being unable to enroll in your preferred classes.

For additional information on TB go to <https://www.cdc.gov/tb/topic/basics/default.htm>.

The cost of any additional testing is the responsibility of the student.

FOR EMERGENCIES DIAL 911

Local Health Care

The Sterling Medical Center is available to provide health care to Sterling College students. The Sterling Medical Clinic is located at 239 N. Broadway, and can be reached by phone at 620-278-2123.

Emergency Care

Emergency services are provided by Rice County Emergency Services by dialing 911. Rice County Hospital located in Lyons, KS is closest to our campus and can be reached at 620-257-5173.

Reporting Accidents

All accidents should be reported to a resident assistant or resident director as soon as possible.

Student Insurance

Please check your family's insurance policy for acceptance in Kansas. There is a phone number or website on your card to contact for insurance coverage. Insurance is NOT available for purchase through Sterling College but can be obtained through the insurance marketplace if you need insurance: Healthcare.gov. **Please be informed about your health insurance company's coverage.**

Campus Counseling Services

College experiences carry with them certain predictable pressures, as well as coming at a time in life when students may feel quite unsure about themselves, their ability to relate to others, and individual career plans. A variety of different options are available to students for counseling depending upon the needs of the individual. All information shared in the counseling relationship (either with campus pastor or counselor) will be considered confidential. No information will be released to anyone within the College or outside of it without the student's permission, unless the student is a danger to themselves or others.

Sterling College Counseling Services seeks to serve students in the spirit of Christ, supporting their holistic well-being. Our counselors, guided by their faith and professional expertise, work to integrate Christian values into counseling practices that promote spiritual and personal growth. We offer individual counseling, small groups focused on faith-based personal development, and mentorship opportunities with members of the Sterling College community who share Christian values.

TO MAKE AN APPOINTMENT: contact counseling@sterling.edu or studentlife@sterling.edu Clinical counseling services are provided by Pivotal Point Family Therapy.

Pivotal Point Family Therapy services are **free** to Sterling College students. They will be providing scheduled times for students who need counseling. They are located off campus so for students who do not have a vehicle they will need to arrange their own transportation. If needed they can email Student Life for transportation or choose to be seen via Telehealth. If students choose telehealth and want more privacy on campus, SC will arrange for a student to use the previously designated counseling offices for their telehealth appointment. Besides personal and group counseling, Sterling College has resources relating to social, academic, career, personal, or spiritual needs. Options for students include limited on-campus counseling by our Campus Pastor, and career counseling with the Director of Career Services. Sterling College also offers personality testing to assist students with better understanding themselves. For further information about our counseling services, or to make an appointment, stop by the Office of Student Life.

Since the Office of Student Life acts as the "clearinghouse" for all student-counseling issues, any student required to see a faculty/staff mentor as part of a formal disciplinary action must report, in cooperation with the faculty/staff mentor, to the Office of Student Life on a regular basis. Many helpful relationships are developed informally between students and faculty/staff members who will listen without criticizing, help in sorting out feelings, and give advice while leaving students free to make their own decisions. Any life-threatening issues concerning the student or another student must be reported immediately to the Vice President for Student Life by the faculty/staff mentor.

Substance Abuse Assistance

Substance abuse counseling is available through our Campus Counselor or referral options. All fees for services rendered will be the responsibility of the recipient.

Drug-Free Schools and Communities Act

Sterling College strongly supports the provisions of The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). The following information shall be provided at least annually to all students and employees of the College under the "Drug Free Schools and Campuses" portion of the above state law.

Health Risks

Health risks associated with the use of illicit drugs and the abuse of alcohol vary. Possible effects and risks include coma, convulsions, respiratory failure, hallucinations, psychosis, fatigue, paranoia and death. Detailed materials are available through the Office of Student Life.

Counseling, Treatment and Rehabilitation Programs

Counseling and referral services are available to College students and employees through the Office of Student Life.

Other area services include

Reno Alcohol and Drug Services
620.665.2240 | 112 N. Poplar, Hutchinson

Center for Counseling
620.792.2544 | 5815 Broadway, Great Bend

Simple Choice LLC
620.257.2551 | 209 W Ave. South, Lyons

Center for Counseling
620.257.5984 | 117 W Ave. South, Lyons

DRUG AND ALCOHOL POLICY

Drug Use

Sterling College prohibits the possession, use, manufacture, or distribution of illegal substances, misuse of controlled substances or paraphernalia, by students either on its property, as part of its activities, or off campus while an enrolled student. In accordance with state and federal regulations, any student in violation of the law or College policy either on or off campus, or at College events, shall be subject to disciplinary action in accordance with policies of the State of Kansas and Sterling College.

In addition, the use, possession, or distribution of "medical marijuana" in Sterling College residence halls or on other areas of the Sterling College campus is also prohibited, even in the instance where the "medical marijuana" was legally prescribed in another state and/or country.

To ensure the safety, security or well-being of members of the Sterling College residential community and the community at-large, and to enforce the College guidelines or policies, College officials, with probable cause or reasonable suspicion, may enter individual rooms and/or vehicles, make a search, and confiscate illegal or otherwise forbidden items which may be used as evidence in subsequent student conduct processing. Additionally, the College may deploy detection canines on campus property in randomly selected areas or specified areas, with probable cause or reasonable suspicion.

First Violation

Sterling College is committed to partner with first time-drug violation students to prevent the illegal or irresponsible use of drugs. After a first violation, a student will receive a \$100 fine for positive tests possession of drugs and/or paraphernalia, and/or an off-campus violation (must be paid within 30 days of the violation). Students will also be assigned Drug and Alcohol Training (must be completed within 2 weeks of the positive test). If these consequences are not met then students will go on probation (accountability agreement) which would include "random drug testing," for their remaining time at Sterling College.

Second Violation

A second violation, students will be placed on probation and jointly craft an accountability agreement with the Vice President for Student Life to put supports in place to promote student success for their remaining time at Sterling College.

The accountability agreement includes and is not limited to a \$300 fine, minimum of 5 counseling sessions, possible referral to treatment off-campus (which will be paid by the student) and random testing for their remaining time at Sterling College.

Third Violation

A third violation will result in immediate suspension from Sterling College.

Fourth Violation

A fourth violation will result in dismissal from Sterling College.

Alcoholic Beverages

The possession, consumption, and sale of alcoholic beverages are not permitted on the campus of Sterling College nor at any SC off-campus events. If SC officials have reasonable belief that a student has been drinking or violated policy, they will be confronted. Students, faculty, staff, administration, Resident Assistants, and Resident Directors may submit violations of the alcohol policy to the VP for Student Life. Students should be aware of the health risks associated with the use and abuse of alcohol and illicit drugs:

1. Drinking and driving is a leading cause of injury and death.
2. Alcohol can react dangerously with many medicines (both prescription and over-the-counter).
3. Drinking and/or using drugs during times of emotional stress only makes problems worse.
4. Drinking and/or using drugs can cause problems with law enforcement.

Other guidelines governing the use of alcoholic beverages include:

- Inappropriate behaviors such as verbal or physical confrontations where alcohol appears to be a contributing factor will be considered a violation of the alcohol policy (including intoxicated behavior).
- Students in a location where alcoholic beverages or containers are present but not necessarily in possession can be considered to be in violation of the alcohol policy.
- Advertisements on campus for off-campus events may not contain information that specifies, implies, or suggests that alcohol and/or other drugs will be present.
- College owned vehicles may not be used to transport alcoholic beverages nor may they be used to transport individuals to or from an off-campus function where alcohol is present.
- Empty alcoholic beverage containers (i.e. cans, bottles, and kegs) are not permitted on-campus.

Consequences of Alcohol Violations

Alcohol policy violations will be handled in a cumulative manner throughout the student's enrollment at Sterling College. Sanctions have been created to provide an educational opportunity while holding the student accountable for his/her behavior. Student Life will investigate any report given and hear from each student the report involves. If it is determined that a violation has occurred, the following will occur

First Violation

An Incident Report will be filed with the Office of Student Life. The student will pay a \$75 fine and complete drug and alcohol training. If the student is a minor and violates the alcohol policy, the Student Life personnel reserve the right to contact his/her parents.

Second Violation

An Incident Report will be filed with the Office of Student Life. The student will also be placed on probation (includes minimum of 5 counseling sessions) for one semester. In addition, the student will pay up to a \$150.00 fine and have possible additional consequences or requirements. If the student is a minor and violates the alcohol policy, the Student Life personnel reserves the right to contact his/her parents.

Third Violation

An Incident Report will be filed with the Office of Student Life. The student will pay a \$200 fine along with more counseling and/or possible referral to treatment off-campus (which will be paid by the student). If a third violation occurs within the same year, students will be automatically suspended from Sterling College. After one semester, the student has the right to reapply to Sterling College.

Fourth Violation

An Incident Report will be filed with the office of Student Life. Immediate Dismissal from Sterling College.

Tobacco Products Policy

It is the responsibility of the College to provide a healthy environment for all of its students, staff, administration, faculty, and guests. During recent years, many studies have been published on the effects of smoking. Illnesses related to smoking have been found to be one of the largest categories of preventable diseases. The effects of "secondary smoke" (breathing smoke in the air) have been found to have a possible risk of health impairment.

- Smoking shall be prohibited on the grounds and in all buildings operated by Sterling College.
- Smokeless Tobacco - The use of smokeless tobacco presents health and sanitary risks. The use of smokeless tobacco is prohibited on the grounds and in all buildings of Sterling College. This includes chewing tobacco and hookah.
- Electronic cigarettes, vaping and hookahs are prohibited.
- Responsibility for the administration of this policy shall reside with area supervisors (employees) and the Office of Student Life (students).

The following sanctions shall be in effect for employees or students in violation of the Tobacco Products Policy.

- **First violation:** written reprimand and possible additional consequences or requirements.
- **Second violation:** a fine of up to \$100 and possible additional consequences or requirements.
- **Third violation:** a fine of up to \$200 and possible additional consequences or requirements.
- Further violation of the Tobacco Products Policy may result in further disciplinary action.

SPIRITUAL LIFE

Sterling College provides a unique opportunity for spiritual growth and formation. It is a time to figure out what you believe, why you believe it, and how to live it out. It is a time to begin living these beliefs out in your ordinary life, and to allow these beliefs to shape the course of your future.

As a Christian College, we believe spiritual formation happens most effectively within the context of an intentional, committed, and growing relationship with the Triune God - God the Father, Son, and Holy Spirit.

Within the context of this grace-filled, unconditional relationship of love and discipleship, the Father forgives and restores us, Jesus reveals for us the pattern of living in God's Kingdom, and the Holy Spirit binds us to the heart of the Father and the mind of Christ. As this relationship deepens, God invites us to join Him in ministering to our broken, wounded world.

Sterling College seeks to help each student grow by providing the following opportunities. We encourage you to be pro-active in pursuing what will help you grow and to take full advantage of the unique experience of living in community with others hungry to grow spiritually.

Sterling College Chapel Program

Sterling's Chapel Program seeks to foster the process of spiritual formation. Those involved in planning Sterling's Chapel Program long to see each of you initiated, nurtured, and sustained in a life of discipleship to Jesus Christ. Through this program, you will gain a deeper understanding of a maturing Christian faith. We would also like to give you opportunities to use your gifts, live out your passions, and develop your leadership skills by helping to plan and lead chapels. Student involvement is of paramount importance to us.

We realize that not every student considers themselves Christians, and that chapel might not be a comfortable place for some students. We respect the spiritual diversity of our students and encourage everyone to be honest, authentic, and open about their spiritual beliefs and convictions. Unity does not equal uniformity. Wherever you are on your spiritual journey, chapel provides you with the opportunity to reflect on foundational issues of life, as well as an opportunity to hear a Christian perspective on these issues.

Chapel/Convocation Requirements

Sterling College typically provides more than 30 opportunities to receive chapel/convocation credit each semester. Attendance credit for chapel is typically one credit, while attendance credit for convocations is two credits. Full-time students living on campus must earn 18 attendance credits per semester. Full-time students who live off campus are required to earn 13 attendance credits per semester. Students are expected to attend chapel/convocation regularly to meet the minimum attendance requirement. Exemptions from the requirement are only when students are part-time, enrolled in a graduate program, or are enrolled in off-campus programs like Clinical Teaching Experience, study programs sponsored by the CCCU, or a Sterling College Online program. Any exception or problems with non-compliance are handled by the Pastor and Vice President for Academic Affairs. The Campus Pastor's office is responsible for Chapel/Convocation record-keeping.

It is the responsibility of the student to verify that their attendance is recorded. Students who have not met the chapel and convocation attendance requirements will be placed on Chapel/Convocation Probation the following semester, and may not be allowed to participate in the following extracurricular activities (this list should not be considered exhaustive) until Chapel/Convocation Probation is remediated: Student Government, leadership training, athletic competitions and/or practices, drama performances and/or rehearsals, music performances and/or rehearsals, praise band, intramural activities, debate and forensics teams, and the honors program. Removal from extracurricular activities will be handled on a case-by-case basis in collaboration between the Campus Pastor and the coach/activity director. **The student is to reach out to the Office of Spiritual Life if the chapel credits are not attained prior to the end of the semester. The Office of Spiritual Life will provide an alternate opportunity to fulfill the chapel credit requirement. Our team will work closely to guide and support in order to provide valuable experience throughout this process.**

To remediate Chapel/Convocation Probation, students must work with the Campus Pastor's office in a timely manner. While there is a scaffolding for the remediation process that involves meeting with the Campus Pastor and completing make-up reflection assignments, the process is flexible based upon how many attendance credits were achieved. Repeat failure of chapel across multiple semesters and/or refusal to engage the remediation process will be taken into consideration when

discussing removal from extracurricular activities and may result in suspension or even permanent dismissal from Sterling College.

Chapel Schedule

Wednesdays: 10 - 10:50 a.m., Culbertson Auditorium, Spencer Hall Fridays: 10

– 10:50 a.m., **Men's and Women's Ministries**

Designated meeting locations will be communicated, which are subject to change.

Students are responsible for ensuring that they meet the chapel/convocation requirement. Attendance is all monitored through the iAttended app. Students are strongly encouraged to use this resource to keep track of their chapel credits. **If the student encounters any issues with iAttended they are to reach out to the Office of Spiritual Life for assistance.**

Other Opportunities for Spiritual Formation

Many **opportunities** for Bible **studies**, worship **team**, prayer, fellowship, and service are found on campus. Within Sterling and the surrounding communities, there are a number of off-campus resources to help you grow. Students are **highly** encouraged to become involved in a local church. **The student can also participate in our short-term international and domestic mission trips throughout the year. Our local and global outreach mission program allows the student to serve Christ through service projects, evangelism, and discipleship. If there is desire, the student will have opportunities to lead and facilitate on campus Bible studies.**

INTERCULTURAL OFFICE – STUDENT LIFE OFFICE

The Mission of the Intercultural Office is:

To create a space that allows employees and students of all ethnic backgrounds to feel embraced and encouraged during their time at Sterling College.

- Discriminatory actions, or microaggressions will be addressed by an Intercultural Committee composed of different staff personnel and students who will follow a protocol to ensure fairness and equity.
- These standards are set to lead towards forgiveness and reconciliation between groups.

The Vision of the Intercultural Office is:

To instill a culture of unity among employees and students at Sterling College.

We hope to create a culture of:

- accountability,
- allow for a sense of curiosity when exploring and embracing cultures foreign from our own and
- instill a sense of hospitality to all the saints as encouraged by Romans 12:13 "Contribute to the needs of the saints and seek to show hospitality" (ESV).

Core Values (as outlined by Micah 6:8) Include:

Acting Justly:

- Recognizing injustice AND being courageous enough to DO something about it.
- Being inclusive & ensuring equitable measures of inclusivity in each department.

Loving Mercy:

- Pertinent to those who have committed an offense and extending forgiveness to them.
- Having a plan to move forward and taking steps to recovery & reconciliation.

Walking Humbly:

- Recognizing that God will guide us and will impart discernment.
- Actively seeking a relationship with God, without whom we would not be able to love our neighbor (1 John 4:19).
- Actively seeking personal accountability when learning how to treat the saints & image bearers around us.

Off-Campus Living Policy

Sterling College is a residential campus. Students are required to live on campus unless they meet one of the following criteria as of the first day of the semester in question. The student must be:

1. A student who is or has previously been married (verification may be requested)
2. A student with local dependents
3. A fifth-year student in good academic standing (GPA of 2.5 or higher)
4. At least 21 years of age, have completed at least 90 credit hours and in good academic standing (GPA of 2.5 or higher) and have a letter of recommendation from faculty, staff, coach, or other non-family member.
5. A student who is at least 24 years of age and in good academic standing (GPA of 2.5 or higher). Must have a letter of recommendation from a faculty, staff, coach, or other non-family member.
6. A student living with a parent or legal guardian
7. Part-time student
8. A student with a medical circumstance.

In exceptional circumstances, permission may be given for a student to live off campus who does not meet any of the above requirements. Such applications must be made with the Office of Student Life under the following guidelines. An application form to request permission to live off campus is available in the Office of Student Life. This form and references must be filled out and returned to the Office of Student Life. Students who are found to have provided fraudulent information regarding their off-campus housing arrangements will be charged for room and board for the semester or academic year in question. Students choosing to live off campus will lose 1/3 of their institutional financial aid.

Residence Life Philosophy

Residential living contributes significantly to campus community. Individuals are expected to regulate their own study and recreational time and to fulfill the commitments they have made. Residential living requires taking into consideration the needs, concerns, and rights of others. It also carries with it the satisfaction and mutual loyalty of deepening relationships that strengthen and enrich everyone involved. Sterling College was established as a residential college. It subscribes to the living/learning experience as a vital part of whole person education. The interpersonal relationships developed while living and sharing closely within a residence hall complement the academic aims and achievements of the College.

Problems arise, including inappropriate behavior, in any community. **Each resident must assume the responsibility of confronting those persons and problems that threaten the community.** It is not productive to assume that all threats to positive residence hall life can be handled by Resident Assistants or Resident Directors. Caring about the rights and privileges of residents and the condition of the physical plant of the residence hall is the concern of each and all.

Resident Educational Directors and Resident Educational Assistants

Resident Directors (REDs) oversee each residence hall aided by Resident Assistants (REAs) on each wing assisting with the comfort, safety, and well-being of all residents. The Resident Director is a professional staff member of the Office of Student Life. The RED is in charge of the residence hall as a whole and is available to address the needs of residents. Resident Assistants, student staff members of the Office of Student Life, are available to take care of any needs or problems that arise on the wing and to establish and maintain a helping relationship with the students with a ministry focus and a servant attitude and heart.

RESIDENCE LIFE STAFF

Resident Educational Directors

Douglas Men and Women's Hall.....	Karsen Surface
Evans Hall	Paige Schemm
Kilbourn Hall	Ean Heise
McCreery Hall	Ava Bachert
Campbell Hall	Cody Brooks

Resident Educational Assistants

Campbell Hall

Basement North & South	Philip Starnes
First Floor North & South	Cedric Wilson
Second Floor North.....	Chandler Reiman
Second Floor South	Brennan Blake

Evans Hall

First South	Bri Croisant
First North	Aliya McClanahan
Second South	Addie Struckoff
Second North	Keirra Bates

Kilbourn Hall

Basement	Ian Chrisler
A-100	Carson Gray
O-100.....	Landon Pfannestiel
A-200	Cooper Woodruff
O-200.....	Jordan Robbins

McCreery Hall

Parlor.....	Harleigh Baker
First West	Kayleann Harington
Second West.....	Cheyenne Siler
Second East	Claire Norris

Douglas Women Hall

First Floor	Campbell Elliott
Second Floor.....	Bree Pickerell

Douglas Men Hall

First Floor	Cam Carr
Second Floor.....	Julian Smith

Appropriate Residence Hall Behavior

1. Students will respect the RD and RAs and will respond accordingly to their guidance and direction.
2. Students will respect the other residents in the building. They will realize that they are living in a community and need to adjust their lifestyle accordingly, out of respect for their neighbors.
3. Students will refrain from profanity and obscene behavior at all times.
4. Students will play music at moderate levels and at appropriate times. They will also refrain from playing music with profanity.
5. Students will choose movies appropriately in regard to what Christ would desire.
6. Students need to quiet down after 11 p.m. so others can study and sleep.

Residence Hall Meetings

In the spirit of community living, all hall meetings are held at least twice each semester: once at the beginning of the semester and once at the end. Attendance at all hall meetings is mandatory and attendance is taken. Students absent without prior approval from their RD will be assessed a \$10 fine.

Self-Care

While living in the residence halls, all residents are responsible for their own self-care including appropriate personal hygiene, management of medical conditions or illnesses including mental health and/or disability-related personal needs.

Housing Deposit

Before registration, a non-refundable deposit is required to reserve your place in classes, a residence hall and to hold your Financial Aid package. The deposit is \$100 for residential students and \$50 for commuting students.

Room Assignments

Room assignments for new students are made by the Office of Student Life on the basis of information requested on the housing questionnaire and availability of space. Choices for returning students are made in the prior spring during Room Rush. Whenever possible, first choice is granted to those students remaining in the same room; then requests are considered in the order of achieved credit hours. Students who have violated policies may not receive their first choice. The College reserves the right to place additional students in all rooms if needed.

Staying on Campus over Breaks

Students staying on campus over breaks (Christmas) must request to stay and pay a fee of \$20 per night (Teams having to stay due sport is not included). Those that do not have permission will be fined \$100 per night.

Move-In Policy

Students are not allowed to move into or return to the residence halls before the posted times on the official College calendar (beginning of the school year, beginning of interterm or 2nd semester, after Spring Break) unless by special written permission from the Office of Student Life. Requests should be written with documented reasons and submitted to the Office of Student Life. Should students move into or return to their residence hall before the posted time, a fee of \$100 per night will be added to the student's account at the business office.

Room Check-in and Check-out

Upon arrival at Sterling College, each student will be issued a key to their room by Student Life Staff. Students should keep their doors locked to provide a safeguard for individual belongings. Staff will have filled out the check-in condition of the room on a **Room Condition Report** and each resident should look it over to see if he/she finds anything to add to the check-in condition. This is used as a record of the room's condition at the time of check-in and check-out. Any missing articles or damages that occur during a student's residency in the room will be recorded on the form and charged to the student. Failure to complete and file a Room Condition Report form will indicate that there were no pre-existing damages.

Students are required to check out of their rooms by the time posted for closing the halls. All personal property must be removed from the room and the room thoroughly cleaned before check-out. The student must make an appointment to check out with their RA. The RA will then check the room for cleanliness. The Resident Directors and Maintenance staff will re-assess damages and cleanliness once residence halls are closed and students will be billed for damages for which they are responsible. If no resident in the room takes full responsibility for damage, all residents of the room will split the cost for the damage. Students must turn in their room key to their RA when they check out. Students will be charged \$50 if they lose their room key. Students will be charged an additional \$50 if the room is not left in a clean condition. Students failing to check-out will be fined \$100. A late check-out fee of \$50 will be charged for failure to check out by the publicized closing time and date.

Proper check-out procedures will be posted and distributed to students. The following procedures are required for all final check-outs:

- sweep room and take all trash to the dumpster
- clean inside of drawers, closets, desk tops, and window sills
- remove all putty from walls and door
- return all furniture to original place
- close and lock all windows
- return key
- RA or RD must review Room Condition Report with you

Special instructions will be posted on each wing prior to closing residence halls for Thanksgiving Break, Christmas Break, and Spring Break. Failure to follow these procedures will result in fines of up to \$100. Alternative housing arrangements at these times must be made by students prior to the closing of the residence halls.

Damages

Students are financially responsible for any damage occurring in rooms or other areas within the residence halls. Students should report needed repairs or damages in their living areas to their Resident Assistant as soon as possible so that the necessary repairs can be made. Any changes should be reported to the RA and recorded on your Room Condition Report.

Every attempt is made to be fair in the assessment of damages. Charges are made only when damage occurs by circumstances other than normal wear and tear. Roommates will be charged for the total damages assessed. Charges may be divided amongst the roommates. The charges will be forwarded to the Office of Financial Services for billing. Unpaid charges may result in a hold on future registration at the College and transcripts will not be sent to other institutions.

In cases of common area vandalism (i.e. broken candy machines, lobby furniture damaged, etc.), it is sometimes necessary to assess damage charges against a given wing, or the entire hall. The Office of Student Life, in conjunction with Physical Plant, will determine specific charges.

Kicking or forcing open doors and mutilating or removing screens to enter or exit rooms may be charged as damage and assessed as a fine. Screens are fastened in place and must remain on the windows at all times. Fines will be assessed for lack of compliance.

Water may cause damage to carpet and other furniture; therefore, water games may only take place outside the building.

Roommate Changes

Sharing a room with another student can be a great experience but sometimes problems develop. Students are encouraged to develop skills in resolving roommate conflicts. Student are encouraged to talk with roommates, their RA and RD to try to resolve roommate conflicts before room changes are made. All room changes must be approved by Student Life in advance. Changes are normally made only between semesters. If a room change is approved, the student must follow proper check-out and check-in procedures. A \$100 fine will be given if a student does not follow proper room change procedures.

Summer Housing

There is no summer housing offered to students unless they are working full-time for Sterling College Maintenance.

Summer Storage

Sterling College does not have space to store anyone's personal property over the summer. There are local storage facilities students can rent for the summer. For more information reach out to studentlife@sterling.edu.

Personal Property Protection

Sterling College cannot accept responsibility for destruction, theft, or damage of property in the custody of or belonging to the student, nor can the College be responsible for the loss of student property due to theft, fire, or storm. Personal belongings should be protected by individual or family homeowner's insurance. Students also have the option of purchasing property insurance from www.studentinsurancegroup.com, which will protect students' possessions. The following suggestions are made for your protection:

1. Insure and mark all valuables including clothing. It would be in the best interest of the student to write down serial numbers and keep it in a safe place in case of theft.
2. **Always** lock your room and secure your window(s).
3. Report any losses or thefts to your RA and RD or to the Office of Student Life.
4. It is noted that individuals who are victims of theft have the right to notify local law enforcement authorities (Sterling Police Department 620-278-2100). If this occurs, Sterling College will cooperate with any investigation conducted by

local authorities.

5. Respect College property, including soft drink and candy machines, as well as lobby and room furniture. Any damage will result in restitution charges, disciplinary action, and the possibility of the College removing these items.
6. Borrow items from students only with permission, and return it on time and in the same condition as when you borrowed it.
7. Think before you act. Having fun should not be at the expense of another person or of the College.

8. If you notice something happening that seems suspicious, report the matter to your RA or RD at once. Your involvement will make Sterling College a safe and enjoyable community.
9. It is your responsibility upon your departure from Sterling College to take all of your personal belongings with you or make arrangements to have your belongings picked up. If no arrangements have been made after thirty days, your belongings will be disposed of. The College is not responsible for mailing your items home to you.

Personal Privacy

Privacy is an important factor in any home. The issue of security, the role of guests, adherence to schedules, and attention to personal expectations are among the issues which must be negotiated in order to promote a climate where each member of the home can enjoy privacy. In many respects, each residence hall wing is like a home. Each member of the wing should be afforded the privilege of a secure, predictable environment where personal privacy can be maintained. Therefore, it is very important that all members of the wing and their guests abide by the following expectations which have been designed to promote privacy:

1. Members of the opposite sex must not be in the rooms, immediate hallways, landings, lobbies, or stairwells of any entrance for any reason, except during visitation hours.
2. Secured doors must not be propped open for any reason. An unsecured door jeopardizes the privacy and safety of all the floor members. Special hours when this policy does not apply are provided during moving times at the beginning and end of each semester. Hours and dates will be posted in each residence hall.

Residential Privacy

The College respects the privacy of students living in the residence halls and has a concern for their well-being. Students need to understand, however, that College residence facilities are exclusively the property of the College, and not of the student. It is the responsibility of the individual student to be aware of and to uphold regulations established to promote and protect the general welfare. Therefore, the College reserves the right for authorized personnel to enter student rooms and vehicles parked or driven on campus in certain situations. These situations fall into three general categories: inspection, search, and emergency.

1. **Inspection.**

The College has the responsibility to inspect, maintain, and make repairs in residence hall rooms. The College also must, on occasion, replace damaged or obsolete items. For reasons of safety, sanitation, and general upkeep, the College may make repairs in residence hall rooms at any time during the school year. Maintenance and housing staff may enter any room for the above purposes whether the room's occupants are present or not. In cases of emergency, and for the above purpose, maintenance and housing staff may enter a room, in the presence or absence of the room occupants, at times other than regular working hours. Male staff members are on occasion required to do maintenance and repair work in the women's residence halls, as are female staff in the men's residence halls. When this is necessary, the staff member will clearly announce his/her presence before entering hallways, private rooms, or bathroom areas.

Student Life staff members are also authorized to make periodic inspections of rooms. These inspections will take place once a month, during breaks and at other times during the semester. If, during an inspection, the staff identify any objects or materials which are judged to constitute a violation of College policy or present a safety or sanitation hazard, those objects and materials may be removed without the owner's permission and may be used in a subsequent disciplinary hearing.

2. **Search.**

Entry into a room or a vehicle on campus by an authorized College official may take place if there is reasonable cause to believe that damage is being done to Sterling College property, that a policy violation or illegal activity is taking place or has occurred, or that some condition exists that constitutes a threat of safety or well-being of the occupants of the building or vehicle.

All parts of rooms or vehicles may be searched to determine whether the suspicion of violation is founded. An authorized College official accompanied by at least one other person will conduct such searches. If possible, they will be conducted in the presence of the resident(s) involved. Exceptions include, but are not limited to, situations requiring immediate attention, which would not allow conducting the search in the presence of the resident(s). Whether or not the resident is present, illegal, prohibited, or unsafe; items discovered during a search may be seized and possibly used as evidence in a subsequent disciplinary proceeding.

Searches conducted by local, state, or federal law enforcement officers will require a valid search warrant or consent of the party whose person or property is to be searched.

3. **Emergency Entry.**

An unaccompanied, authorized College official may enter a room or vehicle, occupied or unoccupied, when there is reason to believe that there is imminent danger to an occupant of the room or to properties or buildings.

Door Access

Card access to the residence halls is limited to those who reside in that hall. Residents are expected to meet their guests at the entrance, escort them to their room and remain with their guests throughout their visit. At the end of the visit, residents must escort their guests to the exit. Guests must also be escorted to and from the restroom. This is for the safety of our residents and guests.

Quiet Hours

Quiet hours are an established necessity of community living in order to provide everyone an opportunity for adequate study and rest in their own room. During quiet hours, all residents and other persons in and around the residence halls are expected to refrain from making or causing noise, or any other disruption that infringes upon the rights of residents to study, rest, or sleep.

General quiet hours are from 11:00 p.m. to 9:00 a.m. During finals week, quiet hours will be enforced 24 hours a day.

Courtesy Hours

In addition to Quiet Hours, Sterling College maintains a 24-hour consideration policy in the residence halls. Respect for others in the living area should be shown at all times since residents are operating on many different schedules of sleep and study time. This includes the use of sound equipment. The right to study or sleep takes precedence over all other activities in the residence halls. Those consistently violating the rights of others may be denied further opportunity to operate their equipment or may face other disciplinary action.

Visitation Policy

During a visitation period in a residence hall, the host/hostess' door must be propped open with a shoe, heel to toe lengthwise holding the door open, while a guest of the opposite sex is present in the room. It is the students' responsibility to get their guests out of the building by the end of visitation. If it is past visitation and a student's guest is not out by the appropriate time, the RA on duty will escort the guest to the front door and document the situation in an incident report. It is also the roommates' responsibility to hold their roommates accountable to the visitation hours. Roommates may be held accountable if they are present in the room when a violation occurs.

Residents are expected to dress to avoid embarrassment in anticipation of the presence of guests during visitation hours. The privilege of visitation may be withdrawn from a living unit or an individual for a period for violation of visitation regulations.

For purposes of safety, visitation privileges do not extend to individuals of either sex under the age of eighteen unless enrolled full-time as a Sterling College student. Exceptions to this policy are immediate family members who are visiting a sibling who is a current SC student. However, this exception extends only to situations where the immediate family member is accompanied by the current Sterling College student. **Baby-sitting is not permitted in the residence halls.**

First Violation (same year): Up to a \$75 fine and possible additional consequences or requirements.

Second Violation (same year): Up to a \$150 fine and possible additional consequences or requirements. Loss of visitation in any of the opposite sex residence halls for the rest of the semester.

Third Violation (same year): Up to \$200 fine and possible additional consequences and possible suspension from the dorms.

Fourth Violation (same year): Up to \$300 fine and possible suspension from Sterling College.

Visitation Hours

Members of the opposite sex may visit residents in the residence halls during visitation hours with the resident's consent and escort.

Monday	6:00 p.m. – 11:00 p.m.
Tuesday	6:00 p.m. – 11:00 p.m.
Wednesday	6:00 p.m. – 11:00 p.m.
Thursday	6:00 p.m. – 11:00 p.m.
Friday	6:00 p.m. – 1:00 a.m.
Saturday	1:00 p.m. – 1:00 a.m.
Sunday	1:00 p.m. – 11:00 p.m.

Lobbies

Residence Hall Lobbies are a common area for all residents and are open for guests during select hours. Study, television, and conversational areas are provided at various places within the residence halls. Lobby conduct is expected to be appropriate to the area and never an embarrassment to others. Relationships between males and females must be in good taste at all times. Each

member of the community should be able to enjoy public space without having their sense of propriety violated. Consequently, Student Life Staff will address inappropriate public expressions of affection. Furthermore, couples involved in inappropriate expressions of intimacy may be subject to disciplinary action.

Each individual who uses the lobby should take responsibility for keeping it clean, orderly, and well maintained. Lobby furniture is not to be removed from the lobbies.

Lobby Hours –

Residence Hall public lobbies are open for guests:

Sunday – Thursday 9:00 a.m. – 11:00 p.m.

Friday - Saturday 9:00 a.m. – 1:00 a.m.

Overnight Guests

Guests staying overnight are welcome on the Sterling College campus and, while here, are expected to adhere to the same standards and college policies that are required of students including but limited to visitation policies, drug and alcohol policies, and residence hall procedures and policies. The host is also responsible for the behavior and actions of his/her guest.

- All overnight guests staying with student residents must inform their RA.
- Visitors may stay for a maximum of three nights. Staying additional nights is only allowable with permission from the RD.

Residence Hall Restrooms

Restrooms on the floors are to be used by the gender of the residents assigned to that floor only. Anyone of the opposite gender should use the designated guest restroom in the hall.

Personalizing Rooms

Sterling College wishes to extend the privilege of personalizing individual rooms according to guidelines that enhance an enjoyable living environment for students consistent with the philosophy of the College community.

1. Occupants are expected to keep their rooms neat and clean.
2. Consideration for others and standards of good taste are important to Sterling College; therefore, pornographic materials, obscene pictures/posters, or other distasteful decorations are not appropriate. This includes, but is not limited to, wall coverings involving nudity or which are otherwise morally objectionable or socially offensive, or which promote a hostile/violent environment for those of another race, gender, or ethnic background. Alcohol or tobacco containers are not permitted in accordance with the alcohol policy.
3. Removing or destroying state and local highway signs, commercial signs, or commercial milk crates is illegal. Therefore, display or possession of such in one's room or hall is inappropriate and may result in disciplinary action. Illegally obtained federal, state, and city highway/street signs will be confiscated and reported to law enforcement officials.
4. The possession of property owned by private agencies such as realtors and contractors, or the property of public agencies or utilities is appropriate only when used with their expressed permission.
5. Items should be fastened to walls with materials that leave the wall unchanged when removed. The following adhesives are permissible for use (any exceptions must be cleared through the resident director):

Approved adhesives:

- sticky tack
- magnets
- tacks

DO NOT use:

- duct tape
- scotch tape
- masking tape
- hot glue
- nails (large or small)
- screws
- anything other than approved adhesives

If obvious marks/holes remain on/in a wall from unapproved fastening material, the student will be charged for the damage. Obvious marks are those that are visible on general inspection of the room from about the center of the room. Whether marks are obvious will be the judgment of the person doing the inspection.

6. Candles for decorative purposes are allowed in the residence halls, but lighted candles, candles with burnt wicks, and incense are **never permitted**. Lighted candles, candles with burnt wicks, and incense will be confiscated and the student will be fined. Extra care must be taken with halogen lamps which must be placed three feet away from flammable objects. (Fire Code)
7. Do not tamper with electrical wiring, switches, outlets, fixtures, or cable or telephone wiring.
8. No pets allowed. Fish are the only exception, with a 10 gallon aquarium maximum, and are the sole responsibility of the owner to be maintained (including vacations and breaks when the residence halls are closed). A fine of \$25/day is assessed for having any other type of pet in your room.
9. Athletic equipment is not to be used in the residence halls. In-line skates, Frisbees, basketballs, footballs, tennis balls, etc. may not be used in the residence halls. In-line skates and skateboards are not to be used on any steps, seating areas, or ramps on campus.
10. Use of wallpaper or contact paper is not acceptable.
11. The door of the room is the student's responsibility. Nothing should be attached to either side of the door that leaves marks or residue.
12. Lofts and homemade alterations to residence furniture are not allowed.
13. Screens may not be removed from any windows. Residents will be charged each time a removed and/or damaged screen is replaced. Fine will be \$100.
14. Rooms may not be repainted or wallpapered by residents.
15. Students may not install or use cable or satellite TV in the residence hall rooms.
16. No furniture may be disassembled or removed from rooms for any reason. Students will be charged replacement value of any bed that has been disassembled. If beds are moved in the rooms, residents will be responsible for all tile repairs. Closets, desks, and bookshelves may not be moved for any reason.
17. Public furniture in areas for the use of all may not be moved into students' rooms. There is a \$25 fine if public furniture is found in a student's room.
18. Residents in all buildings will be responsible for all items of College furniture in their assigned rooms and lobbies.

Electrical Appliances and Cooking

The use of electrical appliances is limited because of sanitation, safety, and electrical circuit issues. The residence hall rooms were not designed for cooking; therefore, only small appliances with completely enclosed coils are permitted (i.e. corn popper, coffee pots, hot pots, crock-pots). Microwave ovens are not allowed in student rooms. They are available in certain areas of each hall for the residents. Under no circumstances will any toaster ovens, frying or broiling units be permitted. At extended breaks, all appliances must be unplugged prior to departure. The use of space heaters is prohibited.

Power and Appliances

Appliances like mini-fridges must be plugged directly into the wall receptacle. Only one fridge may be plugged into a receptacle. Air Conditioners are not allowed in any hall except Campbell. Speak to your RD before purchase to ensure you purchase an approved machine.

You may have two power strips that are overload protected. These power strips may be of any cord length and are to be plugged directly into a receptacle. Overload protected power strips will either have a reset switch or a reset button. The following link provides an example of an approved power strip: https://www.amazon.com/AmazonBasics-6-Outlet-Surge-Protector-Power/dp/B00TP1C51M/ref=sr_1_2?s=amazonbasics&srs=10112675011&ie=UTF8&qid=1531092262&sr=8-2&keywords=surge+protector&smid=ATVPDKIKX0DER

Refrigerators

Students are allowed personal refrigerators that are no larger than 4.4 cubic feet. The College will maintain the right to inspect the contents of refrigerators to ensure compliance with Community Life Covenant. Any violation of the covenant associated with the use of the refrigerator may result in the forfeiture of this privilege and the refrigerator being removed from the room and held for the student until privileges are restored. Refrigerators are not allowed to be locked. If a refrigerator is found locked, the student will be fined \$50.

AMENITIES

Kitchenettes

It is a privilege, not a right, to have a kitchen to use in the residence hall. In the kitchen areas, students are responsible for keeping the stove, microwave, refrigerator, and countertops clean. Dirty dishes are the responsibility of the residents. If dishes are left, RAs will throw the dirty dishes away. All food should be identified in the refrigerator with a name. If the kitchen is continually left dirty, it will be closed.

Laundry

Sterling College has a laundry contract with Jetz Laundry Service of Topeka. The machines in each residence hall are push button machines and are for resident use only. The cost for laundry is included in your housing fees. Be cautious not to over fill with soap or put too many clothes in the machines. Athletic laundry facilities are not for personal use. Reports of needed repairs should be submitted to a Resident Assistant. Students are encouraged to avoid leaving laundry unattended. **The College shall not assume responsibility for lost, damaged, or stolen clothing.**

Furniture

All furniture that is in the residence hall room must remain in the room. There is no storage for room furniture. Students who choose to bring outside furniture to be used in their residence hall must keep original furniture in their room unless Student Life approves of the furniture being removed. Students purchasing a multi-bed room as a single will be required to keep original furniture in the room.

Students may bring new furniture or furniture from home or other trusted sources. However, students should use extreme caution when bringing furniture purchased at second hand stores, yard sales, or other venues where the history of the item is unknown because these items may contain bedbugs or other types of insect infestations. The College ensures that prior to students moving in; all residence hall rooms are free of bedbugs. If bedbugs are found in a room after students move in, the student(s) residing in that room may be required to reimburse the College for all or a portion of the cost associated with removal. Since the costs could rise to several thousand dollars or more, students should be extremely diligent in following this policy.

Streaming, VCRs and DVD Players.

The use of VCRs and DVDs calls for discretion on the part of the user. As an academic institution, an initial concern is proper stewardship of time. A second concern is acceptability of viewing material. X-rated, NC-17, and many non-rated films are considered inappropriate at Sterling College. Films that are exceptionally violent, vulgar, or sexual in content are prohibited. When deciding what movies to watch, students may use their discretion and good judgment. Students must have respect for the community. The RA and/or RD, as facilitator of the community, has the discretion to ask that a movie be turned off at any time and remove such video from campus.

Maintenance and Housekeeping

The maintenance department completes all repair work in the housing facilities. Light bulb replacement, plumbing repairs or emergencies, heating/cooling problems, and housekeeping inquiries should be submitted to your Resident Assistant. Students are responsible for keeping their living areas clean and orderly. The restrooms, hallways, and other public areas of the residence hall are cleaned by campus employed students and housekeeping personnel. Cooperation is needed to maintain the cleanliness of these areas. Halls or wings may be fined for having excessive trash or improper sanitation habits. Personal trash should be taken to the outside dumpster and not placed in bathroom or lobby receptacles. If public trash becomes a problem, any resident found in violation will be fined.

