

## Pioneer College Code of Conduct Policy

### Purpose and Scope

- This policy outlines the expected standards of behavior for all members of the **Pioneer College** community, including students, faculty, staff, contractors, and visitors.
- **Pioneer College** is committed to maintaining a safe, inclusive, and respectful environment that promotes learning, personal growth, and ethical conduct.

### General Principles

- Members of the **Pioneer College** community are expected to uphold the core values of integrity, respect, responsibility, and excellence in all aspects of their lives.
- Members should comply with all federal, state, and local laws and regulations, as well as the college policies and procedures.
- Members should promote civility, open-mindedness, and independence in learning while fostering intellectual growth and development.

### Prohibited Conduct

- The following behaviors are strictly prohibited and may result in disciplinary action:
  - Harassment, bullying, discrimination, or any other forms of misconduct that violate the college's policies or relevant laws and regulations.
  - Any conduct that compromises the safety, security, or well-being of members, including violence, threats, or disruptive behavior.
  - Any conduct that cheats, plagiarizes, or otherwise deceives in academic work or research.
  - Any conduct that promotes unethical or illegal activities, including substance abuse, theft, or fraud.
  - Any other conduct that violates the college's policy or disrupts the college's operations or mission.

### Reporting Process

- Any member of the Pioneer College community who believes that a violation of the **Code of Conduct** has occurred should report the incident immediately to the appropriate authority, such as their academic advisor, supervisor, or member of the college administration.
- Reports may also be made through the college's anonymous reporting hotline or online reporting system.
- **Pioneer College** will conduct an impartial and confidential investigation into the complaint and take appropriate action based on the investigation's findings.

## Investigation and Disciplinary Procedures

- **Investigation:** Once a report of a potential violation of the **Code of Conduct** is received, Pioneer College will conduct a thorough and impartial investigation to determine whether the report is substantiated. The investigation will be conducted promptly and confidentially.
- **Disciplinary Procedures:** If the investigation determines that a violation of the **Code of Conduct** has been substantiated, Pioneer College may impose disciplinary action, which may include but not be limited to verbal or written warnings, probation, suspension, or expulsion, depending upon the severity of the act.

## Non-Retaliation

- **Pioneer College** prohibits any form of retaliation against or harassment of anyone who reports a potential violation of the **Code of Conduct**, participates in an investigation, or cooperates in good faith with an investigation.

## Training and Awareness

- **Pioneer College** shall provide regular training and resources to ensure that all members of the college community are aware of their rights, responsibilities, and the expected standards of conduct as outlined in this policy.
- **Pioneer College** shall provide support to those who have experienced potential violations of the code of conduct, such as counseling and psychological resources.

## Review and Amendment

- **Pioneer College** will periodically review this policy to ensure its effectiveness, consistency with new standards and laws, and alignment with the college's mission and values.