About
As members of the larger Wake Forest community, graduate students in the School of Business are called upon to demonstrate respect and honor towards fellow peers, faculty, staff, and every other member of this community. As such, in a time of potential risk to the health and safety of our fellow students, faculty, and staff, we must each be vigilant in our commitment to protecting, encouraging, and supporting each other. All members of the community are asked to respect the health and safety of others at least as much as they would respect their own – not putting our own protection, freedom, expression, or understanding over that of our fellow Wake Foresters. Because we do not know the vulnerabilities, responsibilities, fears, or comforts of the other members of our community, each of us must act out of an abundance of caution and to help keep others safe, comfortable, healthy, and flourishing. Working together, we can provide for these key elements of community.

As a community, we will hold ourselves and each other accountable for compliance with University-wide requirements and expectations that are intended to help keep the Wake Forest community safe during this pandemic. We can all contribute to a system of accountability for these expectations, both via our personal responsibilities for conduct, and if we witness fellow community members failing to follow public health recommendations.

Policies

Public Health Policies Non-Compliance
Students must comply with all University policies and expectations that are implemented in response to the pandemic and that pertain to student conduct on-campus and off-campus. These policies and expectations may address guest policies, personal protective equipment, isolation requirements and more. These policies and expectations can be found at ourwayforward.wfu.edu, and students are encouraged to visit this website frequently. The University’s policies and expectations may be revised at any time. Should this occur, students will be sent an email notifying them of any substantial changes, and students will be expected to comply with such changes. Violations of these policies should be reported through the appropriate institutional student conduct process.

This addendum to the School of Business Graduate Student Handbook and its sections on graduate student conduct expectations and procedures adds to the more general
behavioral expectations of graduate students in the WFU School of Business listed there. As always, the jurisdiction of graduate business student conduct expectations, including this addendum, can extend into virtual classrooms, meetings, and on and off campus activities.

Any situation where a student’s conduct may present a danger or threat to the health or safety of themselves or others may result in immediate interim action, including transfer to online-only learning environments, removal from University facilities, suspension or expulsion, or other sanctions.

**Quarantine/Isolation Policy**

Students who are suspected or confirmed to have COVID-19 or any condition requiring quarantine or isolation and who have been instructed by a health care provider or public health official to isolate must comply with those instructions. Students must remain in isolation until they receive clearance to do so by their medical provider or public health official. Students who have been advised by a health care provider or public health official to quarantine themselves as a result of a potential exposure to COVID-19 must comply with this recommendation. The duration of and release from isolation and quarantine will be based on the current CDC guidelines.

Those in violation of isolation or quarantine requirements will be subject to sanctions through the conduct process, including possible transfer to remote learning only, removal from University facilities, and/or suspension or expulsion.

**Maximum Group / Gathering**

Students must comply with limitations established by the University on the number of individuals permitted to gather in indoor and outdoor spaces. These prohibitions on Mass Gatherings apply to social events and activities held on and off campus. Students are allowed to gather for social purposes so long as they do not exceed the University’s gathering limits. Those limits may be the same as or more restrictive than limitations on mass gatherings set forth in local or state government orders, and the limitations will be posted on the Our Way Forward website. When gathering for social purposes, students must continue to abide by social distancing requirements and wear face coverings.

Reports of off-campus parties exceeding large gathering limitations may result in student conduct charges for student groups and individuals. Students on the lease where the party is held will be charged through the student conduct process, whether or not they are present for the party.

**Failure to Comply**

Students must comply with all University policies and expectations implemented in response to the pandemic and that pertain to student conduct on and off campus. Examples include but are not limited to face covering requirements and expectations for daily symptom screenings. Failure to comply with these policies and expectations and
to reasonable requests of Wake Forest employees and University Police may result in sanctions through the Student Code of Conduct process.

Additional Student Conduct Process Provisions in Light of the Public Health Emergency

All students and student organizations alleged to have violated public health policies and expectations have the rights outlined in the *School of Business Graduate Student Handbook*, and its provisions for graduate business student conduct. Student conduct systems at Wake Forest University are based on educational aspirations, community care and safety expectations, and our commitment to protecting, encouraging, and supporting each other. The conduct process and sanctions are based in this framework.

Because of the urgency of and safety concerns with public health, the process for resolving cases that pertain to conduct covered in this addendum will be addressed as follows:

- After receipt of a report, the alleged student will receive a letter from a School of Business conduct officer with educational materials and allegations of behavioral concerns.
- The student must make all possible accommodations to make any scheduled hearing times or conduct meetings.
- Alleged conduct violations will typically be reviewed and adjudicated in virtual conference meeting formats.
- If a student is found responsible, sanctions will be effective immediately. Students will have the right to appeal as outlined in the *Handbook*.

Repeated, deliberate, and/or severe violations of policies related to public health, as determined through the conduct process, may result in sanctions up to and including removal from campus or university facilities, suspension, or expulsion.

The Chief Student Services Officer for graduate business students, or their designee, may impose immediate removal of a student from University facilities without prior notice, if, in their determination, there is a need to protect the safety and well-being of the campus population.

Example Public Health Violations and Sanctions

The following examples demonstrate potential violations of these behavioral expectations:

- Failure to comply with physical distancing expectations
- Improper guest visitation
- Failure to meet expectations for use of personal protection equipment
- Classroom disruptions
- Complicity
- Failure to comply with prohibitions against attending classes, meetings, events, or social activities
- Failure to comply with public health guidance, or choosing not to comply with University officials
Possible sanctions that may be imposed for violations of the Graduate Business Student Code of Conduct and its Public Health Emergency Addendum can include any of the following, though this is not an exhaustive list. Sanctions are added or modified as deemed appropriate by officers in the conduct process.

- Educational Requirement
- Disciplinary Probation
- Requirement to move to remote learning
- Activities Suspension
- Removal from student leadership position(s)
- Removal and/or Trespass from Campus Locations
- Removal from an Academic Course
- Suspension or Expulsion

Questions about this addendum to the School of Business Graduate Student Handbook and its sections on graduate student conduct expectations and procedures can be addressed to a student’s degree program student services administrator, or the Chief Student Services Officer for graduate business students.

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This addendum also appears as chapter four of the current Wake Forest University School of Business Graduate Student Handbook.

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