

STUDENT & ALUMNI CONDUCT POLICY

Students and alumni should conduct themselves with professionalism throughout the recruiting process. Unprofessional behavior reflects poorly on the student, their classmates, the alumni and the University. If a student or alumnus is engaged in an activity sponsored by Hegi Career Development Center, BBA Career Services, or any departments and organizations associated with these Centers (including but not limited to job listings, workshops, panels, counseling sessions, employer presentations, career fairs, interviews, mentoring, internships, off campus recruiting, and employment) and behaves in an unprofessional manner, the center reserves the right to deny any and all career services to that person.

The Career Center adheres to the University's student conduct policies. The following are specific areas of concerns for both students and alumni in the recruiting process, on and off campus. All students and alumni must be in compliance in order to use the services provided by the Career Center.

HARASSMENT

Any words or acts deliberately designed to disregard the safety or rights of another and which intimidate, degrade, demean, threaten, haze, or otherwise interfere with another person's rightful action will not be tolerated on the basis of the standards of the SMU community and therefore may be subject to disciplinary action. The University prohibits behavior, or attempts thereof, by any student or student organization, whether acting alone or with any other persons, leading to physical harm or threat of physical harm to any person or persons, including but not limited to: Harassment, whether physical, psychological, verbal, written or digital-based, which is beyond the bounds of protected free speech, and directed at a specific individual(s), and likely to cause an immediate breach of the peace; Physical, sexual or psychological assault, or other forms of physical abuse; Conduct which threatens the mental health, physical health or security of any person or persons including stalking, intimidation or threat that unreasonably impairs the security or privacy of another member of the university community; Intentional disruption or obstruction of lawful activities of the University or its members including their exercise of the right to assemble and to peaceful protest. All members of the University community are protected from harassment, including, but not limited to, members according to their race, ethnicity, age, gender, disability, sexual orientation, and religion.

Due to the University's commitment to freedom of speech and expression, harassment is more than insensitivity or conduct that offends or creates an uncomfortable situation for certain members of the community.

RACIAL AND ETHNIC HARASSMENT

The University expects its campus community to respect the rights and dignity of all its members in matters of personnel consideration, admissions, or academic evaluation. Accordingly, the University expressly prohibits ethnic and racial harassment of its students, employees, and those who seek to join the campus community in any capacity. Racial and ethnic harassment includes, but is not limited to:

Physical, psychological, verbal, and/or written abuse with regard to race, creed or ethnic origin that rises to the level of "fighting words."

All individuals shall be afforded the full rights and privileges which are inherent in living, studying, working and visiting on the campuses of Southern Methodist University.

IRRESPONSIBLE CONDUCT

Individuals and groups shall behave in a manner that does not infringe on the personal or property rights of others and is appropriate for a community of scholars.

NOTICE OF NONDISCRIMINATION Southern Methodist University does not discriminate on the basis of race, color, national origin, sex, veteran status, religion, age, or disability. SMU's commitment to equal opportunity includes non-discrimination on the basis of sexual orientation. The Director of Institutional Access and Equity has been designated to handle inquiries regarding the non-discrimination policies. The University's complete nondiscrimination statement is available on the SMU web site at smu.edu/policy.