



ONLINE, NONTRADITIONAL,  
AND GRADUATE EDUCATION

STUDENT HANDBOOK

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## **Frequently Asked Questions on Bison Hill**

### **Do I need a student ID as an online student?**

Answer: Online students who desire a campus ID can obtain a student ID in the GC 101 (1<sup>st</sup> floor of the GC) or through contacting the ONGE office. If you need a replacement ID, new IDs can be purchased for \$10 (cash, card or check).

### **Question: I am having technology trouble related to Canvas and/or Banner. Who do I contact?**

Answer: Contact the Help Desk at (405) 585-5200

### **Question: Do I need a parking permit as a graduate or online student?**

Answer: Students who are regularly on campus need to obtain a student parking permit. Parking permits can be acquired at the University Police Department. For parking locations, see sections 6.3.3- 6.3.5

### **Question: How do I appeal a grade in a class?**

Answer: See section 4.1.1

### **Question: Who can I talk to if I want to change or modify my plan of study?**

Answer: Email the program director of your degree.

### **Question: Does OBU have a campus nurse?**

Answer: The campus nurse is for students while on campus. The office is located on the second floor of the Geiger Center in room GC206.

## 1.0 The Graduate and Online Student Handbook

### 1.1 Mission Statement

As a Christian liberal arts university, OBU transforms lives by equipping students to pursue academic excellence, integrate faith with all areas of knowledge, engage a diverse world, and live worthy of the high calling of God in Christ.

### 1.2 Purpose Statement

Oklahoma Baptist University has been founded on Christian principles and teachings with the primary purpose to conduct educational programs in the traditional arts and sciences and in other disciplines with the intent to prepare students for effective service and leadership. The mission finds expression through a strong liberal arts core curriculum which supports degree programs designed to prepare students for careers and graduate study; through activities planned to stimulate spiritual, intellectual, social, cultural, and physical development; and through an environment that reflects the application of Christian principles.

Owned by the Oklahoma Baptists and operated through a Board of Trustees elected by the Convention, the University engages in educational tasks in a manner consistent with the purposes of the Convention: to furnish the means by which the churches may carry out the Great Commission (Matthew 28:18-20).

### 1.3 Core Values

The following core values represent the institutional convictions, passions, and beliefs of Oklahoma Baptist University. These core values therefore shape the standards and beliefs of the mission and purpose of the university.

#### **Christ Centered**

Jesus Christ is the center of all things, and as such is the ultimate goal of an OBU liberal arts education. Oklahoma Baptist University is genuinely committed to and operates within the framework of the Christian world and life view as set forth in the Old and New Testaments. At the center of this commitment is the person and work of Jesus Christ, the incarnate Son and Word of God, and the divine Creator and Savior of the world. OBU aspires to be a Christ-centered institution of higher education in its character and conduct, and in its academic pursuit of truth. This aspiration calls for all faculty, staff, and students to integrate the Christian faith in all learning based on the supposition that all truth is God's truth and there is no contradiction between God's truth made known in Holy Scripture and that which is revealed through creation and general revelation.

#### **Excellence Driven**

Excellence should permeate all efforts and all facets of Oklahoma Baptist University. The Christian faith mandates excellence in service to God and humanity in all spheres of life and conduct. This commitment to excellence in all things is an expression of the Lordship of Christ

and necessitates the stewardship of His creation. Because the Lord cares about our work, OBU strives to be motivated in humility to excellence in all things for the glory of God.

#### **Learning Focused**

Oklahoma Baptist University seeks to promote the virtue of a life of learning and to fulfill the Great Commandment. Scripture affirms our responsibility to love the Lord with all our heart, our soul, and our mind. Every area of the University should be focused upon the mission of scholarship, teaching, and learning. Learning does not occur simply for its own sake, but learning should instead transform each believer into the image of Christ. Through the undergraduate and graduate curriculum, OBU values the life of the academy and seeks to instill in its students a lifelong pursuit of learning and wisdom.

#### **Missional Purposed**

As a Christian liberal arts university, Oklahoma Baptist University exists to transform lives for missional purpose in global engagement. OBU strives to equip and educate students to engage a diverse world in obedience to the Great Commission and in submission to the Lordship of Christ. OBU seeks to prepare servant leaders with the character traits of Christ, the intellectual knowledge and wisdom attained from the liberal arts, competencies required for professions, and motivation for responsible Christian action and service.

#### **Community Directed**

Oklahoma Baptist University strives to create and nurture a university community where persons relate to one another in Christian charity and compassion. Creation in the image of God is the basis for human dignity and uniqueness, and is therefore affirmed for all persons. Jesus Christ is the perfect image of God, and the result of the process of salvation is becoming fully like Christ and thus, most human. OBU is committed to the commandment to love God and love others and endeavors to value and relate to all persons in accordance with their created uniqueness. This belief applies both to individual persons and to all human social structures.

### **1.4 About OBU**

The affairs of Oklahoma Baptist University are administered by the President of the University who is elected by the Board of Trustees. The President, the chief executive officer of the University, appoints officers to assist him in University administrative matters.

The academic structure of the University is composed of 12 schools and divisions, each of which is under the purview of an academic chair and/or program director. The chairs and directors report to university academic administrators, such as associate deans, deans, and Co-Provosts.

The members of the instructional staff (faculty) are recommended by the President and are elected by the Board of Trustees. Faculty members are directly responsible to their respective chairs and directors who are responsible to their respective deans.

The University administration welcomes comments from individual students regarding University policies and procedures. Students may actively participate in the process of University governance

through any of the following established paths. Students appointed by the Student Government Association (SGA) President and those elected to the SGA Senate serve on University committees with administrators, faculty, and staff. They are represented on task forces, advisory groups, and the Planning Analysis Committee. Students may also use the indirect paths which include discussions with residence life staff, writing articles for the student newspaper (The Bison), or asking for appointment with any Campus Life staff members.

*In compliance with federal law, including the Provision of Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, Oklahoma Baptist University does not illegally discriminate against persons on the basis of race, religion, sex, color, national or ethnic origin, age, disability, or military service in the administration of educational policies, programs, or activities, its admissions policies, scholarship and loan programs, athletic or other University administered programs, or employment.*



## 2.0 Student Rights and Responsibilities

### 2.1 Introduction to Responsibilities

University policies relating to student life are intended to give each student programmed opportunities within the context of a Christian community to develop and to expand those potentialities which can give full expression to the person. Within University guidelines, a student is encouraged to make personal choices which enhance development. The formulation of behavioral expectations into policy is generally guided by Southern Baptist beliefs and doctrine; and these policies provide the bases of creative social relationships in the OBU community.

A student, by virtue of choosing to attend or remain at Oklahoma Baptist University, agrees to live within the framework of the University's standards, as defined in this handbook and associated policy documents, which include, but are not limited to, its values, policies, rules, philosophy, Christian mission, and expectations ("the University's standards"). While a student's personal convictions may differ from these standards, the choice to become or remain a part of Oklahoma Baptist University's community includes a commitment to abide by the University's standards. The University may, in its sole discretion or judgment, discipline or dismiss a student who demonstrates a lack of respect for, or who disregards the University's standards, or whose conduct is not in keeping with the University's standards.

Commented [MM1]: Proposed new language

Students are responsible to access a current copy of the University's Graduate and Online Student Handbook, become familiar with its contents and comply with all policies, rules, and regulations and procedures therein. Students who fail to comply with the information contained in the Graduate and Online student handbook are subject to disciplinary action.

Ignorance of the information in the Graduate and Online Student Handbook is not an acceptable defense for violating policies. The Graduate and Online Student Handbook may be accessed on the University's web site at [www.okbu.edu/handbook](http://www.okbu.edu/handbook). It is the students' responsibility to be knowledgeable of its contents and revisions.

### 2.2 College Citizenship

Oklahoma Baptist University students are expected to obey the law, abide by University policies and rules, maintain high standards of moral conduct, respect the well-being of others, and generally conduct themselves in a manner which is consistent with the purpose and character of the University. Regardless of where the violation occurs, if a student fails to meet these expectations of citizenship the University may take disciplinary action, including but not limited to withholding of academic credit or degrees to suspension or expulsion.

As part of the University's core value of being community-directed, students are expected to be concerned for the well-being of fellow students. From a Biblical perspective (Matthew 18:15-18, James 5:19-20, Galatians 6:1-2), members of a community are to be concerned for the

growth of others, to show concern for others, and lovingly confront each other when a fellow student appears to be outside the standard set forth by the University and the Word of God. In most situations, accountability begins at the level closest to the dispute. Students are encouraged to reach out to any member of the OBU community if they believe fellow student is outside the standards of the University. The goal is to resolve as many situations as possible involving as few people as possible.

To uphold the integrity of the OBU community, all community members (employees and students) are expected to behave in ways which demonstrate care and respect for all members of the community and share in the responsibility for safeguarding the rights and safety of other members and for maintaining community standards.

These shared expectations and responsibilities allow for community members to accept responsibility for and monitor the behavior of all community members, and to address violations when they occur. If a community member observes a violation of OBU policy or law, they should report it to the University Police, 405.878.6000, or the Dean of Students and Vice President of Campus Life, 405.585.5250.

The University encourages students to seek counsel and help on any matter that interferes with their academic, physical, social, or spiritual lives. The University desires to act out its redemptive and caring spirit by affording assistance to students in an atmosphere as confidential as possible. If the issues are beyond the University's resources, the University will assist the student to locate other sources of assistance.

### 2.3 Seeking Assistance

Each student should be aware of his/her own behavior and the positive or negative effects that behavior can have on the community. If a student knows his or her behavior is outside the limits established by the University and sincerely wishes to get assistance in order to change that behavior prior to the University discovering the inappropriate behavior, the student may take the initiative to discuss this with a faculty member, their coach, advisor, program director, or the Dean of Students and Vice President of Campus Life without the threat of disciplinary action. Staff members will seek to work with the student toward the goal of restoration (Proverbs 27:5, 6).

Exceptions to this approach may be where behavior is repetitive, self-destructive, and hazardous to others or self, or involves a legal issue.

### 3.0 Student Policies and Procedures

#### 3.1 Behavioral Discipline

OBU seeks to be redemptive and restorative in ways that are helpful to the individual student and beneficial to the OBU community. Discipline within the OBU community provides an opportunity for a student to examine his or her choices within the context of grace as we work to facilitate restoration of the individual to God and other community members impacted by the choices.

The disciplinary power of the University is inherent in the University's responsibility to protect its high purpose of offering a Christian education through regulation of the use of its facilities, and through the setting of standards of conduct and scholarship for students. The Graduate and Online Student Handbook is a guide for 1) students to be informed of the University's expectations and policies, and 2) University administrators, specifically, the Dean of Students and Vice President of Campus Life and other hearing officers, in ensuring that policies and expectations are maintained by the students of Oklahoma Baptist University.

OBU seeks to implement a disciplinary process that meets the student as an individual, examines motivations, repentance, teach-ability, and the student's needs, and then determines an appropriate outcome for any offense. Careful attention is given not only to the act in question but to the student in terms of predicament, response, intent, as well as influence upon the rest of the student body. A plan for accountability may be implemented with the goal of restoring the student into harmony with the University's expectations.

#### 3.2 Disciplinary Procedures/Appeals

Disciplinary proceedings are instituted for violation of University policies established in advance and made available in an accessible form. The Graduate and Online Student Handbook provides general as well as detailed statements concerning University policies, procedures, and penalties relating to the College Citizenship statement.

##### **Hearing Officers and Bodies for Disciplinary Decisions**

- Serving as Chief Judicial Officer of the University, the Dean of Students and Vice President of Campus Life reserves the right to classify offenses in terms of severity (mild, moderate, severe).
- The term Judicial Officer may refer to the Dean of Students and Vice President of Campus Life or any other designee made by the Dean of Students and Vice President of Campus Life.
- Mild Violations: Residence Directors will hear cases concerning minor infractions of University policy occurring in residential spaces.
- Moderate to Severe Violations: More serious violations or multiple/repeat offenses of University policy will be heard by the Dean of Students and Vice President of Campus Life. These more serious types of violations of University policy, as determined by the

Dean of Students and Vice President of Campus Life, may be handled by the University Administration with the aid of the Student Government Association representatives.

- Severe Violation: The University President has the authority to temporarily suspend the privileges of a student during a time in which the student is under investigation for violation of University policy, and/or state, federal, and/or local law. These determinations are made when the potential policy violation is so significant that the well-being of members of the University community, other parties, and/or the mission of the University may be damaged as a result of such a potential policy violation.

#### **Disciplinary Action Appeal**

A student has the right to appeal any disciplinary action that has been given by the Dean of Students and Vice President of Campus Life or designated university official. A student has two (2) business days to submit a written appeal regarding a disciplinary decision. Appeals to disciplinary decisions made by a Residence Director will be heard by the Dean of Students and Vice President of Campus Life or an appointed designee. Appeals to disciplinary decisions made by the Dean of Students and Vice President of Campus Life will be heard by the Student Development Judicial Sub-Committee.

The Student Development Judicial Sub-Committee composed of faculty, staff, and students does not involve itself directly in the disciplinary process but is occasionally called upon to hear appeals of disciplinary actions. The Judicial Sub-Committee is composed of five (5) members of the Student Development and Spiritual Life Committee. The sub-committee hears appeals from students concerning decisions made by the Dean of Students and Vice President of Campus Life or by a designee made by the Dean of Students. The five members include: the chairman of the Student Development Committee or a designee of the chairman, two (2) student members of the Student Development Committee, and any two (2) additional members of the Student Development Committee. The chairman has the discretion to appoint a non-member of the Student Development Committee to serve on the Judicial Sub-committee when members are not available to serve in a timely manner.

When a student wishes to appeal the disciplinary action made by the Dean of Students and Vice President of Campus Life, the Judicial Sub-Committee will be contacted. Upon receiving the document from the student requesting an appeal and stating the reason for the appeal, the Student Development Judicial Sub-Committee will grant an oral hearing if the penalty imposed by the Dean of Students and Vice President of Campus Life does not bear a reasonable relationship to the violation. An oral hearing is not granted when the penalty does bear a reasonable relationship to the violation.

The hearing committee will present its decision in writing within five (5) working days to all parties and to the Chair of the Student Development Committee. Should either party not be satisfied with the decision, he/she may appeal the decision to the President of the University, or designee. The President or designee has the right to render a final and non-appealable decision within ten (10) additional working days and shall inform in writing all parties involved of his/her decision.

### **Student Rights and Responsibilities for the Discipline Process**

The following rights and responsibilities define the nature of the relationship shared by the University hearing officer or body and the student in times when the student is charged with a violation of University policy.

- The student bears the responsibility to respond to questions posed by the University hearing officer or body in an honest and forthright manner.
- The student has the right to request a written statement of charges pertaining to a violation of University policy.
- The student has the right to offer personal testimony and/or witnesses in his/her own behalf.
- The University hearing officer or body has the responsibility to communicate the rationale of his or her/ its decision to the student.
- The student has the right to one appeal of a disciplinary decision beyond the originating University hearing officer or body.

### **3.3 Penalties for Violation of University Policy**

Categories of penalties can include but are not limited to the following:

- A) **Disciplinary Reprimand** - An official statement to the student advising him or her that a violation has occurred, and that if immediate changes in behavior do not occur, the student may face more severe action.
- B) **Disciplinary Fine** – A monetary fine associated to the violation.
- C) **Disciplinary Probation** - This condition encumbers the student's good standing in the University for a stated period of time. Penalties can include, but are not limited to, the loss of University-administered financial aid (i.e. academic scholarships, endowed scholarships, talentships, athletic scholarships, etc.); restriction from participation in University-sponsored groups (i.e. fine arts organizations and athletics); restriction from living in University-owned property; and restriction from holding office in University- sponsored organizations. Disciplinary probation can also include assigned counseling sessions, educational activities, and/or community service hours relating to the violation. Failure to complete any assigned counseling sessions, educational activities, and/or community service hours in the manner prescribed by the hearing officer or body results in further disciplinary action.
- D) **Disciplinary Suspension** - For a fixed period of time the student may not participate in any academic or other university activity. A student who has been suspended for disciplinary reasons must petition for readmission at the conclusion of suspension. Readmission to the University may require the completion of assigned counseling sessions, educational activities, and/or community service hours.
- E) **Disciplinary Expulsion** - The student is denied the right to participate in any academic or other activity for an unspecified period of time. In addition, the student may not remain on nor visit the campus for this unspecified period of time. Only under the most unusual circumstances will a dismissed student be readmitted to the University. Readmission to

the University may require the completion of assigned counseling sessions, educational activities, and/or community service hours.

### 3.4 University Expectations

#### 3.4.1 Academic Integrity

The University maintains a desire for all students to have academic integrity. The expectations are that students will not engage in academic dishonesty, which includes cheating, plagiarism, giving assistance on an examination or paper when expressly forbidden by the instructor, or any other practices which demonstrate a lack of academic integrity. Cheating occurs any time a student uses deception in order to avoid fulfilling the specific requirements of an assignment or course and/or in order to receive a higher grade than he/she might otherwise receive. Plagiarism occurs when a student appropriates passages or ideas from someone else's writing into his/her own without providing proper documentation and/or without using quotation marks to indicate when he/she is directly quoting from a source. It is the responsibility of the student to know and to adhere to principles of academic honesty and faculty expectations as outlined in course syllabi. Burden of proof in cases of cheating and/or plagiarism rests with the instructor.

Discipline sanctions regarding Academic Dishonesty range from receiving a zero on the assignment and/or failure of the course to, for repeat or egregious offenses, suspension or expulsion from the University. Students accused of academic dishonesty may follow the academic grievance procedure outlined in the Online and Graduate Student Handbook. Records of academic dishonesty cases will be kept in a confidential file in the office of the chief academic officer.

#### 3.4.2 Alcohol

The University expects students, employees, and others on University premises or in connection with any University activity to be free from the possession, use, or distribution of alcohol. Further, the University may discipline a student for the violation of the alcohol policy wherever that violation occurs. Alcohol paraphernalia (signs, empty bottles, clothing, etc.) regardless of how they are being used (e.g. as decorations, cooking, etc.) are prohibited on campus, and violators are subject to discipline action from OBU.

The consequences for first time violations of the alcohol policy may include, but are not limited to, participation in the University's first offense program, ineligibility and/or loss of scholarship/stipend for service as an athlete, student leader, and/or student representative for a specified amount of time.

The consequences for a second time violation of the alcohol policy may include, but are not limited to, suspension from the University. Students who fail to comply with sanctions may be suspended for the duration of the semester. In the event of suspension, sanctions must be completed prior to future enrollment.

Student organizations shall be subject to discipline, including the revocation of recognition, for the violation of alcohol laws or the University's alcohol policy by persons participating in the activities of the organization, or for the organization's failure to comply with the University's rules for student organizations related to alcohol.

Discipline sanctions for organizations regarding alcohol violations range from probationary status and loss of organizational privileges to suspension or termination of organization status.

Students with questions regarding addictive behavior towards alcohol and/or drugs are encouraged to reference available resources on the [Kemp clinic website](#). Students on campus can seek counsel through confidential discussion and support through the Kemp Clinic.

#### 3.4.3 Breach of Peace

Breach of peace is defined as an action which disrupts the peace or endangers the safety, health, rights, or life of any person, and any activity which incites others to such actions. Students who engage in such activities in-person or online will be subject to disciplinary action. Disruption of the functional processes of the University by individuals and/or organizations will not be permitted.

Offenders will be advised by a University official that the activity is an abridgment of University regulations and will be instructed to cease the activity immediately. The student I.D. card may be requested and offenders who do not have such identification may be considered non- students and may be charged appropriately.

Discipline sanctions regarding Breach of Peace violations range from official reprimand to immediate suspension and/or expulsion from the University.

#### 3.4.4 Computer Use

The University's computer labs housed in University buildings, various residence halls and any other locations provide OBU students the opportunity to investigate and utilize technologies which are useful for their course work and future professional lives. All OBU computer labs follow University policy concerning Internet access. Students are asked to adhere to these policies or risk the elimination of their lab privileges.

Specifically, students should not use the computer lab technology to access or send information which is not in agreement with the stated University policies on pornography or related issues. The University Computer Center has the authority and ability to track, monitor, and report Internet usage on any University-owned computer to the various administrative units when infractions occur.

Those students using University-owned computers or University network/Internet access who do not comply with these and other policies will be dealt with in accordance with campus policy regarding college citizenship.

For a complete listing of University computer/network policies, please consult the Intranet or visit the University's Information System and Support department located on the first floor of the Mabee Learning Center.

Current students will each be issued account credentials (a unique username and a private password) to provide various information technology accesses. Each student is responsible for all activities performed using his or her credentials. Each password is an essential element of the University's information security. A strong University password, different from the student's non-University passwords, is the front line of protection. Each Client is responsible for maintaining password confidentiality by never sharing a password with another person. Each student should change his or her password periodically to help ensure a high level of University security. Any suspected unauthorized use of Client credentials must be reported immediately to the Help Desk at [helpdesk@okbu.edu](mailto:helpdesk@okbu.edu) or 405-585-5200.

Discipline sanctions regarding Computer Use violations range from official reprimand and loss of technological privileges (internet usage, University computer access, etc.) to suspension from the University.

#### 3.4.5 Dress

Responsibility for appropriate dress is placed upon each student. Faculty members may determine if a given mode of dress disrupts the academic process in the classroom or in online activities. More formal dress, if announced by the appropriate agency, may be required for special events or occasions. Standards of dress are not minimized nor eliminated by the absence of a set of regulations, but the University administration assumes the majority of students have and shall continue to accept individual responsibility for appropriate dress as a member of a Christian academic community.

Discipline sanctions regarding Dress violations range from official reprimand to, for repeat offenders, suspension from the University.

#### 3.4.6 Falsification of Records

A student may not furnish false or misleading information to University officials or on official University records nor shall a student alter or tamper with such records. This prohibition includes, but is not limited to, records relating to residence hall procedures, requests for information, academic records such as transcripts, and grade reports. Falsification of academic information or documentation (e.g. admissions documents, transcripts, grade reports) may result in immediate expulsion from the University.



#### 3.4.7 Firearms (and weapons)-Fireworks

Possession or use of firearms, (to include, but not limited to handguns, hunting rifles/shotguns, air guns, paint guns, and tasers) fireworks, or incendiary devices on campus is expressly forbidden. The University does not permit the storage of any firearms, including but not limited to recreational sporting/hunting equipment, inside the residential facilities on campus. The city of Shawnee prohibits the sale, storage, discharge, or transportation of fireworks under the Fire Prevention Code. The Oklahoma Self-Defense Act, enacted in 1995, allows any entity to control the possession of weapons on any property owned by the entity.

A weapon is defined as any instrument, article, or substance which is specifically designed for and presently capable of causing death, incapacitation, or serious physical injury. Weapons may include, but are not limited to: any pistol, revolver, shotgun or rifle, whether loaded or unloaded, or any imitation or toy gun, airsoft or pellet gun, or any electronic control devices commonly known as Tasers, explosive devices or any machete, dagger, bowie knife, dirk knife, switchblade knife, spring-type knife, sword cane, knife having a blade which opens automatically by hand pressure applied to a button, spring, or other device in the handle of the knife, blackjack, loaded cane, billy club, hand chain, metal knuckles, any knife with a blade measured greater than 4 inches, or any other offensive weapon, whether such weapon be concealed or unconcealed.

Discipline sanctions regarding firearms (and weapons)-fireworks violations range from official reprimand and removal from the item from campus to, for repeat offenders, suspension from the University.

#### 3.4.8 Gambling

Gambling is not permitted on campus or at University sponsored activities on or off campus.

Students with questions regarding addictive behavior towards gambling are encouraged to reference available resources on the [Kemp clinic website](#). Students on campus can seek counsel through confidential discussion and support through the Kemp Clinic.

Discipline sanctions regarding gambling violations range from official reprimand, educational programming for online gaming, temporary or permanent loss of internet privileges to, for repeat offenders, suspension from the University.

#### 3.4.9 Guests

Students are responsible for the behavior of their guests, who should be aware of and responsive to the regulations which govern conduct on the University campus. If the violation warrants, guests may be asked to leave the university

#### 3.4.10 Harassment and Discrimination

Oklahoma Baptist University is committed to maintaining an atmosphere in which the age, gender, race, color, national origin, physical or mental disability, or veteran status of an individual is respected and valued.

#### 3.4.11 Sexual Harassment

Oklahoma Baptist University strives to maintain high standards of professional ethics in an atmosphere in which individuals do not abuse their personal authority or power in interpersonal relationships. Accordingly, the University prohibits sexual harassment or sexual misconduct by any member of the University community, whether faculty, staff, or student.

Sexual harassment is defined as any unwelcome sexual advance or other unwelcome verbal or physical conduct of a sexual nature when (1) a reasonable individual would believe that his/her response to the conduct will affect his/her employment or academic status; or (2) the conduct creates an intimidating or hostile environment for work or learning. Sexual harassment can be verbal, visual, physical, or communicated in writing or electronically. Although sexual harassment may violate state or federal law, the University may consider conduct to be sexual harassment whether or not it rises to the level of illegal sex discrimination/harassment.

Stalking is also considered a form of harassment. It is defined as any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that:

1. Would cause a reasonable person, or a member of the immediate family of that person, to feel frightened, intimidated, threatened, harassed, or molested; and
2. Actually causes the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

Sexual Misconduct is a broad term encompassing any nonconsensual conduct of a sexual nature. It may vary in its severity and consists of a range of behaviors including: unwelcome sexual touching/exposure, non-consensual sexual assault and forced sexual assault. Included in this definition of misconduct is “dating violence” which is defined as violence against a person with whom the perpetrator is in a dating relationship also known as courtship or engagement relationship. For purposes of this act, a casual acquaintance or ordinary fraternization between persons in a business or social context shall not constitute a dating relationship.

The following are some examples which may be sexual harassment: requests for sexual favors; unwanted and/or inappropriate hugging, touching, patting, or brushing another’s body; inappropriate whistling or staring; veiled suggestions of sexual activities; requests for private meetings outside of class or business hours for other than legitimate mentoring purposes; use in the classroom of sexual jokes, stories, or images in no way germane to the subject of the class; remarks about a person’s body or sexual relationships, activities, or experience.

#### 3.4.12 Discriminatory Harassment

Harassing conduct includes, but is not limited to, the following: (1) epithets, slurs, negative stereotyping, threatening, intimidating, or hostile acts, that relate to race, color, gender, national origin, age, or disability; and (2) written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of race, color, gender, national origin, age, or disability and that is placed online (i.e. Facebook, Twitter, and other forms of social media), on walls, bulletin boards, or elsewhere on campus or circulated on campus. Such harassment is contrary to the Christian standards of conduct expected of all members of the University community, students, staff and faculty.

Any student who engages in harassment on-campus or online will be subject to disciplinary action ranging from a warning to expulsion, if appropriate. Persons who believe they have been objects of sexual harassment or discrimination should contact Title IX Coordinator.

#### 3.4.13 Human Sexuality

Oklahoma Baptist University strives to create a learning environment where community members can safely engage each other in meaningful dialogue about important issues, including those of human sexuality.

Sexuality is a gift from God. God created sex and declared it “good” (Genesis 1:27-28). Oklahoma Baptist University affirms the biblical standard of sexuality through scripture that teaches God’s standard for human sexuality as a faithful commitment in marriage between a man and woman and purity in relationships outside of marriage. Along with the rest of creation, however, sexuality has been affected by sin (Genesis 3). As a result of the Fall of humanity, sin has a wide impact on our lives and every person struggles with temptation in one form or another. Temptations relating to sexuality include heterosexual sex outside of marriage, homosexual behavior, the perversion of sexuality through pornography, rape, incest, sexual addictions and all other forms of sexuality that deviate from the biblical standard for sexuality. It is the University’s expectation that OBU students, faculty, and staff will comply with the biblical standard for sexuality.

Oklahoma Baptist University’s policy regarding sex, sexuality and gender identity is grounded in our longstanding institutional religious identity. This identity, in turn, is grounded in the teachings of the Bible as understood through the University’s mission statement, founding documents, our Baptist heritage, and through our accountability as an entity of Oklahoma Baptists (formerly known as the Baptist General Convention of Oklahoma). This policy addresses transsexualism, transgenderism, homosexuality, and related gender identity issues. The University affirms that God’s original and ongoing intent and action is the creation of humanity manifested as two distinct sexes, male and female.

The University also recognizes that due to sin and human brokenness, human experiential perception of sex and gender is not always that which God the Creator originally designed and yet the University affirms God’s capacity to heal and to transform our brokenness in keeping with His purposes and will. With this foundational understanding of creation, fall, and

redemption, the University does not support nor affirm the resolution of tension between one's biological sex and one's experiential perception of same sex attraction or of gender by the adoption of psychological identity discordant with one's birth sex. Thus, the University does not support nor affirm behavior discordant with these commitments, including but not limited to non-biblical behavior and lifestyles as well as use of pronouns discordant with one's biological sex. Similarly, the University does not support nor affirm attempts to change one's given biological birth sex via medical intervention in favor of the identity of the opposite sex or of an indeterminate identity. Although as a Christian institution of higher learning, the University will respect those whose moral views diverge from ours. The University will make institutional decisions in light of this policy regarding housing, student admission and retention, employment hiring and retention, and other matters. Employment at the University is contingent on affirmation of this policy.

OBU students, faculty, and staff are called to exercise their personal freedom and responsibility within the framework of God's word (Gal. 5:13-14; I Peter 2:16-17) and to treat their own bodies and those of others with the respect and honor due the temple of God (I Cor. 6:20). It is the University's intention to promote behavior consistent with scriptural principles. Students on-campus with questions regarding these issues are encouraged to avail themselves of opportunities for confidential discussion and support through the Kemp MFT Clinic or the Campus Life staff. Online students are encouraged to contact a local evangelical church or Christian counseling provider.

In accordance with biblical teaching on admonishment and reproof (Gal. 6:1-2, Matt. 18:15-17, Col. 3:16-17), the University will direct compliance with disciplinary requirements. These disciplinary requirements may include but are not limited to a verbal and/or written warning, probation, or dismissal from the University. Refusal to comply with the clearly stated and scripturally supported policies shall result in dismissal from the University.

#### 3.4.14 Procedures for Filing a Report or Submitting a Complaint of Sexual Misconduct, Assault, or Violence

In an emergency, first, contact University Police at 405.878.6000 or 911 so the area can be secured, suspects detained and the arrival of outside law enforcement to campus can be coordinated.

##### **Complaint:**

Oklahoma Baptist University encourages anyone who believes that he/she has been subjected to prohibited harassment, including sexual harassment, sexual misconduct sexual assault or some other civil rights violation to make a complaint promptly. A faculty member or staff employee should make a complaint to the Director of Human Resources. A student should make a complaint to the Title IX Coordinator, or the Title IX Deputy Coordinator. Additional information about OBU Title IX policies and procedures can be found on the university website (<https://www.okbu.edu/title-ix/index.html>). The reporting process and reporting form can also be found on the university website (<https://www.okbu.edu/title-ix/reporting-process.html>). The University will investigate the complaint promptly.

##### **Confidentiality: No Retaliation**

The University will undertake to protect, as much as possible, the confidentiality of persons reporting harassment or other civil rights violations, and of those accused. However, the University has a legal

and moral obligation to investigate all complaints of civil rights violations and, if appropriate, to take corrective action. Therefore, complete confidentiality cannot be guaranteed. Oklahoma Baptist University strictly prohibits retaliation against any student or employee who makes a good faith complaint of sexual harassment or other civil rights violation, or who testifies, assists, or participates in any investigation, proceeding, or hearing involving such a complaint.

### **Investigation**

Oklahoma Baptist University will promptly investigate any claim of sexual harassment, sexual misconduct, sexual assault or other civil rights violation. If the investigation leads to charges of sexual harassment, sexual misconduct, sexual assault or other civil rights violations, the person charged will be given written notice of the charges and given an opportunity to respond.

### **Support for Students**

Please remember that being sexually assaulted is not your fault. It is the fault of the person who assaulted you. Sexual assault is a very traumatic crime with many short-term and longer-term adverse emotional and physical effects. It is important that you take care of yourself. You deserve understanding, support and ongoing care.

The University will work with students who are victims of sexual assault on interim measures to reduce fear and concern about personal safety. A student who files a report, as well as witnesses, and any students present before, during or in the aftermath of an alleged assault may not be referred for Disciplinary action for unrelated violations (such as alcohol). Students who alleged a complaint of sexual assault will be provided support from Dean of Students and Vice President of Campus Life regarding their continued safety and comfort while remaining engaged in life in the community.

There are many services on and off campus available to help you. If needed, students can receive support or assistance by calling one of the on-campus or off-campus numbers listed below:

### **Resources Available 24/7**

- OBU Campus Police - 405.878.6000
- Shawnee Police - 911 or 405.273.2121
- Project Safe (Shawnee)- 405.273.9953 or 1.800.821.9953 (toll free)  
Project Safe is committed to assisting individuals with providing the information, and survival skills necessary to take control of their lives and the lives of others affected by physical, mental, or sexual abuse
- Kemp Clinic (on-campus only) - 405.585.4530
- Dean of Students and Vice President of Campus Life Office - 405.585.5250  
The Dean of Students and Vice President of Campus Life manages the disciplinary process for incidents of misconduct involving OBU students. This process can be discussed with staff without filing a complaint.
- Campus Nurse (on-campus only)- 405.585.5263
- Title IX Coordinator  
The Title IX Coordinator and Deputy Coordinator are available for students who have a concern regarding Title IX

- Title IX Coordinator  
Brandon Petersen, Dean of Students and Vice President of Campus Life, 405.585.5250
- Deputy Title IX Coordinator  
Anna Howle, Head Volleyball Coach, 405.585.5355
- To review the Title IX policy, please see [Appendix B](#) at the end of the Handbook.
- St. Anthony Hospital (if in Shawnee)  
Seek medical attention and/or evidence collection at the hospital if the violence/sexual assault occurred within the last 96 hours. St. Anthony's provides a specially trained Sexual Assault Nurse Examiner (SANE).

#### 3.4.15 Illegal Drugs

The University expects students, employees, and others to be free from the possession, use, or distribution of illegal drugs, including misuse of prescription drugs and synthetic drugs. Further, the University may discipline a student for the violation wherever that violation occurs. Drug paraphernalia (signs, pipes, clothing, etc.) are prohibited on campus, and violators are subject to discipline action.

If a student is suspected of drug use, he or she may be asked to submit to testing. Refusal or attempts to evade testing will be interpreted as evidence of drug use and will result in disciplinary action.

Discipline sanctions for the individual regarding illegal drugs violations range from disciplinary probation and participation in the first offense program to immediate suspension from the University. Student organizations shall be subject to discipline, including the revocation of recognition, for the violation of drug laws or the University's drug policy by persons participating in the activities of the organization, or for the organization's failure to comply with the University's rules for student organizations related to illegal drugs.

#### 3.4.16 Insubordination

Students are expected to respect instructions and directions from University personnel acting in an official capacity. Such instructions/directions include, but are not limited to, an administrator's summons, a faculty member's admonition to cease disruption of a class, a Campus Safety officer's direction in a crisis or emergency situation, and instructions of a staff member related to campus activities.

#### 3.4.17 Respect of Property

Students found to be responsible for damaging, vandalizing, or defacing University property or property belonging to others or furnishings or possessions of fellow students will be asked at minimum to pay full restitution for their damages. The student may also face misdemeanor charges of "vandalism" and/or be placed into the University's disciplinary process.

#### 3.4.18 Romantic Relations between employees and students

Oklahoma Baptist University is a close community of faculty, staff, and students in which personal relationships are important. The University encourages faculty and staff to relate to students as whole persons, in and out of the classroom, and to be sensitive to their needs both academically and personally.

Faculty stand in a unique position of power over the students. Along with staff, faculty must avoid any relationship with a student which appears to pose the potential of an abuse of power, and/or any relationship with students which undermines or has the potential to undermine the educational process.

Sexual relationships are expected to occur only in the context of marriage. Any sexual relationship between an employee of the University and a student not married to that employee will be the basis of termination of the employee and dismissal of the student. Situations must be avoided which reasonably could be interpreted as opportunities for sexual relationships between employees and students.

#### 3.4.19. Student Safety

A student who is actively or passively placing themselves or others at physical or emotional risk may be removed from campus or the graduate or online program until arrangements can be made for a safe return to campus or the graduate or online program. Such behavior demonstrates that the student's well-being may be in jeopardy and may interfere with their own educational efforts or those of other students and thus Oklahoma Baptist University's mission to educate all students. Additionally, the Dean of Students and Vice President of Campus Life reserves the right to make decisions regarding the feasibility of the continued enrollment of a student who is experiencing emotional instability.

If the student would like to appeal an involuntary withdrawal for medical reasons, a student has two (2) business days to file a written appeal to the chair of the Student Development Committee. Requests should clarify what the facts the student believes were not considered, or explain what procedures were unreasonable or unfair.

#### 3.4.20 Tobacco

Oklahoma Baptist University is a smoke-free, tobacco-free campus. The possession and use of tobacco by anyone in any form (including, but not limited to, simulated tobacco products, smokeless tobacco, vapors, hookah, electronic cigarettes, etc.), is expressly prohibited on all OBU campuses in/on University buildings, grounds, vehicles, and at University sponsored events on or off campus.

#### 3.4.21 Theft

A student who appropriates property belonging to others without proper consent of the owner or the person legally responsible for the property shall be required to make proper restitution. Possession and/or sale of stolen property shall be grounds for immediate suspension or expulsion from the University.

Theft also may be defined as unauthorized acquisition and/or use of information from University computers.

#### 3.4.22 Unauthorized Entry

Students and/or guests may not, without specific authorization, enter a University building, office or other rooms which are locked or to which entry is prohibited. Specific authorization is required for students to remain in buildings, offices or rooms after closing hours for the particular area.

Unauthorized entry, or the assistance of others to gain unauthorized entry, shall result in disciplinary action.

Discipline sanctions regarding unauthorized entry range from official reprimand and for severe or unlawful entry, up to suspension from the University.

#### 3.4.23 Violation of any federal, state or local law

All students are required to abide by the laws of the local, state, national and international governments and are subject to University judicial action. Formal charges, complaints or indictments by government entities are not prerequisite for University action.

When a student is charged by federal, state, or local authorities with a violation of the law, the University will not request or agree to special consideration for the individual because of his or her status as a student. The University will cooperate with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators (provided the conditions do not conflict with campus rules and policy).

If a student observes any violations of federal, state, or local laws by any member of the OBU community, they should report the violation to the Dean of Students and Vice President of Campus Life, 405.585.5250, and/or the University Police Department, 405.878.6000

#### 3.4.24 Verification of Student Identity for Distance Education

Students are required to utilize the university authentication procedures for all online functions. Students should follow the policies outlined by the Office of Technology Services.

#### 3.4.25 Criminal Background Check

Students may be asked to complete a background check if required by their program or if interacting with students under 18 years of age while on campus.



## 4.0 Academic Services and Policies

### 4.1. Academic Catalog

Published by the Academic Center, the academic catalog is the University's official source of information about admission criteria, degree requirements, graduation requirements, academic calendars, academic policies, tuition and fees, and financial assistance.

Refer to the academic catalog for more information regarding academic services. Electronic copy can be found at <https://www.okbu.edu/catalog/index.html> Printed copies of the academic catalog can be consulted in the Academic Center.

#### 4.1.1 Grade Appeal

In the case of a grade appeal, the student shall be considered to have an authentic grievance when he/she can demonstrate his/her grade for a course has been adversely affected because a faculty member has: made an error in the calculation of the grade or has made an error in reporting the grade to the registrar; made an arbitrary, prejudiced or capricious evaluation of the student; created and enforced course policy that is arbitrary, prejudiced or capricious; failed to notify (or to make a reasonable attempt to notify) the student of course requirements, policies, and/or penalties; failed to notify (or make a reasonable attempt to notify) the student in a timely manner of failure to achieve educational objectives; infringed upon the contractual rights of the student as delineated in the course syllabus, the Catalog, or other University policy documents; violated the civil or human rights of the student as defined by law. In a grade appeal, the burden of proof is on the student.

An evaluation or policy shall be considered to be arbitrary if it can be demonstrated that it results from personal whim or impulse rather than reason or established practice in the course or discipline. An evaluation or policy shall be considered to be prejudiced if it can be demonstrated to have been based on considerations not directly related to the student's mastery of course skills or materials or published course requirements. These may include, but are not limited to: race, sex, color, national origin, age, or disability which by law requires accommodation.

An evaluation shall be considered to be prejudiced if it can be demonstrated that the student's grade was adversely affected by failure to comply with a request or requirement not directly related to mastery of course skills, mastery of course materials, or published University or course policy.

An evaluation or policy shall be considered to be capricious if it can be demonstrated to be based on preferences or evaluative responses of the instructor which are arbitrary, whimsical, or idiosyncratic rather than based on sound pedagogy or accepted educational practice. In addition, an evaluation or policy shall be considered to be capricious if it can be demonstrated that the evaluation criteria or policy was evoked in a manner that was inconsistent and not based on sound pedagogy.

A grade appeal must be initiated within ten (10) working days after receipt of the grade. The appeal will follow the academic grievance process outlined in (INSERT LOCATION when the section is numbered). This time period may be extended by the chief academic officer on petition from the student(s) involved.

#### 4.1.2 Faculty Advisor Program

An opportunity for academic counseling is provided each student through the Faculty Advisor Program. Each student is assigned a faculty advisor when he/she enters the University. The student should consult frequently with his/her advisor about the course of study and other matters of academic concern. Note: Students are advised that the final authority with respect to academic requirements is found in the official publications and regulation of the University. Any advice which students obtain inconsistent with those policies and regulations should be confirmed in writing by an academic officer responsible for administration of the pertinent degree or program area.

#### 4.1.3 Mabee Learning Center (Library)

The Mabee Learning Center has been designed to serve the modern learning and study needs of students. It provides a wide variety of the most up-to-date study resources: full text services, online and digital materials, a fully integrated automated system (SIRSI Unicorn Management System), Dialog Reference Service, ProQuest, conference rooms, typing rooms, lounges, microforms areas, and audio- visuals.

Learning Center patrons must present validated OBU I.D. cards when checking out books for use outside the Center. Since the system is automated, charges are made to a student's account when materials are overdue. Swapping or loaning I.D. cards will result in charges being made to the person whose name is encoded on the I.D. card. Access to online resources requires students login using university credentials.

A complete copy of the library policies is available through the Mabee Learning Center website.

#### 4.1.4 Student Success

The University is committed to the success of each student at OBU. Students should utilize available online resources, faculty consultation, and the Student Services Coordinator for support related to academic success.

#### 4.1.5 Recording Devices (Audio, Video, etc.) in the Classroom

The use of recording devices in course related activities (in-person or online) by students without authorization from the instructor or the Office of Disability Services is prohibited. The participation of individual students in course activities should not be recorded without their permission.

Any authorization for the use of recording devices in course related activities (in-person or online) by students carries with it the following limitations: the recordings shall be used only for the student's private study; information from the recordings shall not be made available to other persons not enrolled in the course; and all recordings shall be destroyed at the end of the semester.

#### 4.1.6 Confidentiality of Student Records

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. These rights include:

1. The right to inspect and review the student's education records within 45 days of the day the University receives a request for access. Students should submit to the registrar, dean, head of the academic department, or other appropriate official, written requests that identify the record(s) they wish to inspect.

The University official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

2. The right to request the amendment of the student's education records that the student believes are inaccurate or misleading. Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading.

If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. The following are some, but not all, of the exceptions which allow disclosure by the University without the student's consent.

Disclosure may be made to school officials with legitimate educational interests. A school official is a person employed by the University in an administrative, supervisory, academic or research, or support staff position; a person or company with whom the University has contracted (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the University discloses education records without consent to official of another school in which a student seeks or intends to enroll.

The University may disclose directory information, that is, information contained in the education record of a student that would not generally be considered harmful or an invasion of privacy if disclosed. Directory information includes, but is not limited to, the student's name, address, telephone listing, electronic mail address, photograph, date and place of birth, major field of study, dates of attendance, grade level, enrollment status, participation in officially recognized activities and sports, weight and height of members of athletic teams, degrees, honors and awards received, and the most recent education agency or institution attended

unless the student notifies the Director of Academic Records / Registrar in writing within two weeks of registration that the student does not want any or all this information disclosed without the student's consent.

The University may disclose information concerning a student which is furnished to the University by the State of Oklahoma pursuant to the Campus Sex Crimes Prevention Act.

The University may release information to the parents of students under the age of 21 at the time of the disclosure when the University determines that the student has violated University rules or the law governing the use or possession of alcohol or other drugs. The University may also release any student record to the parents of a dependent student, as defined in section 152 of the Internal Revenue Code of 1986.

Upon written request, the University will disclose to the alleged victim of a crime of violence or a non-forcible sex offense the final results of the disciplinary proceeding conducted by the University with respect to that alleged crime or offense. The final results will be disclosed to the victim's next of kin if the victim dies as a result of the crime or offense.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the University to comply with the requirements of FERPA.

#### **Challenges to the Education Record**

A student shall have the opportunity to challenge any item in his/her education record which he/she considers to be inaccurate, misleading, or otherwise in violation of the privacy or other rights of students. A student shall initiate a challenge by submitting a request in writing for the deletion or correction of the particular item to the custodian of the record in question.

The custodian of the record shall respond to the student's request within seven (7) calendar days. If the custodian refuses to amend the record of the student in accordance with the request, the custodian shall so inform the student and the University President and shall advise the student of the right to a hearing which must be requested in writing to the University President within seven (7) calendar days.

If the student requests a hearing, the University President shall promptly appoint a hearing officer. The hearing officer shall set a time, date, and place for the hearing within fourteen (14) calendar days of the appointment. At least seven (7) calendar days before the hearing, the student shall be advised in writing by the hearing officer of the time, date, and place of the hearing, of the right to a full and fair opportunity to present evidence relevant to the issues, and of the right to be assisted or represented by individuals of his or her choice at his own expense, including an attorney. If the student chooses to be represented by an attorney, that decision must be conveyed to the hearing officer at least three (3) calendar days before the hearing date. The hearing officer may obtain other relevant information for use in the hearing.

The hearing officer shall provide the student with a written decision within fourteen (14) calendar days after the hearing concludes. The written decision shall include a summary of evidence and reasons supporting the decision. The decision of the hearing officer shall be final.

If the hearing officer refuses to amend the student's record, the student can submit a written statement to the hearing officer presenting his/her position in reference to the item of information. Both the written decision of the hearing officer and the statement submitted by the student shall be inserted in the student's education record and shall be maintained as part of the education records of the student as long as the record or contested portion thereof is maintained by the institution. If the education records of the student or contested portion thereof is disclosed by the institution to any party, the explanation shall also be disclosed to that party.

#### **Exceptions to the Policy**

In compliance with the law, certain data/information, previously and here described, maintained in various offices of the University is not subject to inspection, review, challenge, correction, or deletion. Such information includes:

- financial records and statements submitted by parent/guardian;
- the University employment records of students except work/study students or students who are employees as a consequence of their student status;
- records which are created or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional action in his or her professional or paraprofessional capacity, or assisting in that capacity; which are created, maintained, or used only in connection with the provision of treatment to the student; and which are not disclosed to anyone other than individuals providing the treatment. The records can, however, be personally reviewed by a physician or other appropriate professional of the student's choice. ("Treatment" does not include remedial educational activities or activities which are part of the program of instruction at the educational agency or institution.)

A student is entitled to review only that portion of an official record on file which pertains to that student.

## **4.2 Campus Life Services and Policies**

### **4.2.1 Rapid Message System (RMS)**

Oklahoma Baptist University offers an emergency notification system that is available to all students, faculty, and staff.

Students, Faculty, and Staff may register for the RMS at <https://www.getrave.com/login/okbu>. This system is voluntary, but students, faculty, and staff are strongly encouraged to receive text messages on their cell phones in the event of a campus-wide emergency, security and/or severe weather threat.

### **4.2.2 Spiritual Life**

Oklahoma Baptist University is a Christ-centered University dedicated to the spiritual development of students along with their social, academic and physical development. Campus Ministry is committed to supporting the University's Mission by creating and advancing an atmosphere beneficial for spiritual development through vibrant worship encounters, small group experiences, and through service and mission opportunities in Shawnee, across the U.S. and around the world.

Campus Ministry exists at Oklahoma Baptist University as a partner within the university encouraging and facilitating the personal spiritual development of every student on campus.

1. Campus Ministry is woven through the fiber of the university meeting students where they are.
2. Campus Ministry is biblically based and culturally relevant in all of its endeavors.
3. Campus Ministry is faith development and academic achievement working in concert leading students to integrate a Christian Worldview into every area of their lives.
4. Campus Ministry helps students grow through the education of and involvement in a wide variety of ministry and missions.

#### 4.2.3 Chapel-Assembly

Chapel is considered a worship service where the OBU family worships and glorifies God while building community, informing, and educating. The Chapel program is an integral part of the life of Oklahoma Baptist University. Chapel programs emphasize praise and participation in a creative and celebratory atmosphere.

#### **Attendance Requirements**

Chapel attendance is encouraged, but not required, for online and graduate students. Recordings of chapel are published online so that students can watch weekly services.

#### 4.2.4 Bookstore

A variety of student classroom, study, and personal needs may be satisfied through purchases in the University Bookstore operated by Slingshot, which is physically located in the Geiger Center. Course materials can be purchased or rented using the online portal at <https://okbu.slingshotedu.com/>.

#### 4.2.5 Calendar

The Grand Calendar is the means by which University approved on-campus and off-campus events are announced. The Director of Community Experiences serves as the Calendar Officer and is responsible for the coordination and preparation of the various calendars. The Grand Calendar may be accessed at [events.okbu.edu](https://events.okbu.edu)

#### 4.2.6 Campus Employment

The Career Development Office, GC 101, maintains a list of current job openings, both on and off campus, housed in the OBU Career Portal. This electronic job board may be accessed at <https://okbu-csm.symplicity.com/students>. Students will follow the application process defined by the posting employer.

#### 4.2.7 Campus Security Hours

The University does not permit on campus activities during night-time hours between 12:00 a.m. and 7 a.m. The principal reason for this provision is security of persons and property. Students on campus grounds during security hours must respond to the request of UPD officers for identification and to his/her instructions if such are deemed necessary.

#### 4.2.8 Career Development

The Career Development Office provides career assessment resources for students and information concerning vocational opportunities. The Career Development Office aids students and alumni in securing employment in the following ways: 1) by offering assistance in resume' preparation, guidance in career planning and aids in job search by hosting career fairs each semester; 2) maintains current full-time job vacancies, internships and part-time vacancies on the OBU Career Portal; online resources are available to assist with resume/cover letter writing, and mock interviewing (Skills First).

With the exception of the reference fee, all services offered to students and alumni by the office are free.

#### 4.2.9 Annual Security Report

The University's annual security report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings, or property owned or controlled by the University; and on public property within, or immediately adjacent to and accessible from, the campus. The report is compliant with the Clery Act of 1990 and also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. You can view this report online or obtain a copy of this report by contacting the University Police Department.

#### 4.2.10 Mental Health Services

The Kemp Clinic offers a variety of resources for mental health concerns. In-person counseling services are free of charge to any student, faculty or staff member. Services offered include individual, marital, family or pre-marital counseling with a dedication to creating an environment of health and well-being, along with an unwavering commitment to professional excellence in meeting the needs of those who are seen for counseling.

Sessions are only available in-person. These appointments are confidential and may be made by calling the Kemp Clinic at 405-585-4530.

Students who are not able to utilize in-person services are encouraged to contact a local counseling service provider. Additional resources are available through the Kemp Clinic webpage.

#### 4.2.11 Employee Relations

Student employees are required to follow all student payroll policies to start and continue employment. Students should consult the Human Resources Office regarding current policies.

#### 4.2.12 Equity in Athletics Disclosure Act Disclosures

In compliance with its duties under federal law, Oklahoma Baptist University makes annual disclosure of the commitment of the University to provide equitable athletic opportunities for men and women students. An annual report is available in the office of the Athletic Director.

#### 4.2.13 Health Insurance

Students not covered by parents' family policies are encouraged to purchase health insurance which provides adequate hospitalization and medical coverage. Students seeking information concerning health insurance should contact the Campus Life Office. International students are required to secure health insurance prior to attending in-person courses at OBU. Some programs may require the purchase of health insurance due to the risk of exposure in the course of the program.

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#### 4.2.14 Health Services

Students are expected to assume primary responsibility for individual health needs, including financial responsibility for medical treatment which may be required. The University offers supplementary services through the employment of a Campus Nurse, who is available during specified business hours to consult with students concerning health needs and practices. The principal duties include advising students with health problems; assistance in contacting a physician if the student is unable to take the initiative or unfamiliar with local medical personnel; cooperation with the various departments to provide maximum utilization of health services; and, planning/promotion of health education programs available to the University community. This service is only available in-person.

#### 4.2.15 Internal Communications Policy for Students

As a Christian institution of higher education, Oklahoma Baptist University has found that communication is an essential part of the daily interactions that make our existence possible. As a result, members of this community are expected to use the communication means afforded to them here at OBU in a prompt and responsible manner. Communication that upholds these ideals must not only be timely but also respect the standards set in detail in the Graduate and Online Student Handbook and other applicable University policies.

In addition to direct person-to-person communication, the University expects all students to use these primary means of internal communication:

1. Electronic Mail (provided to all students)
2. University Website (www.okbu.edu)
3. Canvas



Official University communication may come to a student through any and/or all of these three means. All students are expected, on a regular basis, to accept their communication within a reasonable time period from the date of receipt. Under normal operating circumstances, a reasonable time period is defined as 2-3 business days. The term accept is defined as reading or listening to the respective form of communication and making any appropriate and reasonable responses.

Periodic circumstances (such as a break in the academic calendar or extended time off campus) may prevent a response within a normal time frame. During this time, students are expected to make their absence known to those at the university who may try to contact them—i.e. leaving a message on voice mail or an auto-reply on e-mail.

The web site is not a means to send information to members of the University. However, the web site does serve as a repository for important community information such as policies and procedures and information about various programs and services provided by the University. As a result, students are expected to access the University's web site on a regular and/or as-needed basis to seek the information they need.

#### 4.2.16 Café on the Hill (The Caf)

The Café on the Hill is located in the Geiger Center and provides service to students, faculty, administration, staff, and guests. A valid student ID card must be presented by students who have purchased one of the various meal plans, while others are required to purchase meals individually. Food service personnel will make every reasonable attempt to accommodate special dietary needs.

#### 4.2.17 Lost and Found

Articles are gathered in Geiger Center office 209 and each of the residence hall offices. Items may be discarded or donated if not claimed within thirty (30) days.

#### 4.2.18 Mail

Letters and packages addressed to University residents are delivered to the campus bookstore. Mailboxes are available, upon request, for students who reside off campus and are enrolled in at least six credit hours. Correspondence addressed to campus organizations is delivered to the sponsor or the Office of Campus Life.

#### 4.2.19 Meetings and Facilities

The Office of Community Experiences is responsible for the campus-wide University Calendar (Grand Calendar) and thus serves as the official clearinghouse for the scheduling of all meetings of campus organizations and all other non-academic meetings or activities held on campus.

Guidelines are required to provide maximum use of space because of constant and heavy demand for

meetings and program presentations areas. Priorities apply to some of the facilities which campus organizations may use.

#### 4.2.20 Missing Person Policy

In compliance with Higher Education Act Title IV, Section 485 (j), this policy applies to students who reside in campus housing, including off-campus housing rented by the University.

A student may be considered to be a “missing person” when absent from the University for a period of more than 24 hours without any known reason or which may be contrary to usual patterns of behavior. Such circumstances could include but are not limited to: reports or suspicions of foul play, suicidal thoughts, drug use, any life threatening situations, or when a student may be known to be with persons who may endanger the welfare of the student.

All resident students shall have the opportunity to designate an individual or individuals to be emergency contacts in case the student is determined to be missing. The contact will be notified by the University no more than 24 hours from the time the student is determined to be missing. The emergency contact will remain in effect until changed or revoked by the student. If a missing student is under 18 years of age, the University will notify the parent or guardian no later than 24 hours from the time the student was determined to be missing by the University.

The University will also notify the Shawnee Police Department when the student is determined to be missing.

#### 4.2.21 Personal Property

The University is not responsible for the personal property of students. Residents of University housing are encouraged to take appropriate precautions to protect property, including obtaining Renter's Insurance.

#### 4.2.22 Sales/Solicitations

Oklahoma Baptist University operates with a centralized fundraising philosophy. All fundraising efforts by OBU faculty, staff, students or organizations must be approved in advance by the Vice President for University Advancement. Applications may be picked up in the Development or Student Activities offices.

Outside agencies are not permitted to solicit sales or offer anything for sale to any employee or student on the University campus, unless approved in advance by the associate vice president for business services.

#### 4.2.23 Severe Weather Conditions

Only during the most severe weather conditions – which could potentially endanger the safety of students

or staff – will OBU consider closing or moving to a snow-day schedule. The decision to close or to adopt the snow-day schedule will be made as early as possible and will be released for local broadcast and digital communication (email; raptor):

If there are no announcements from the above media, the assumption may be made that OBU will be operating on its regular schedule. The OBU switchboard operator will be informed of the decision by 10 p.m. OBU students and personnel can call the switchboard at 275-2850 or the University's News and Information Office at 878-2107 for 24-hour information regarding the University's operating schedule.

If the Shawnee campus closes due to inclement weather, OBU faculty will communicate plans for individual classes, which may entail cancelation or virtual meetings. Online courses will proceed as normal despite weather conditions. Should a student be impacted by weather conditions, the student should communicate with the faculty member of each course as soon as possible to determine appropriate plans to make-up missed work.

4.2.24 Snow-Day Schedule

Snow Day Schedule for Mon-Wed-Fri Classes

- Regular Class Time ..... Snow Day Schedule
- 8-8:50 a.m ..... 9:30-10:15 a.m.
- 9-9:50 a.m ..... 10:25-11:10 a.m.
- 11-11:50 a.m ..... 11:20 a.m.-12:05 p.m.
- 12-12:50 p.m ..... 12:15-1 p.m.
- 1-1:50 p.m ..... 1:10-1:55 p.m.
- 2-2:50 p.m ..... 2:05-2:50 p.m.
- 3-3:50 p.m ..... 3-3:50 p.m.

NOTE: The 10 a.m. period has been absorbed into the adjusted schedule, leaving no free period or Chapel-Assembly during the snow day schedule.

Snow Day Schedule for Tue-Thur Classes

- Regular Class Time ..... Snow Day Schedule
- 8-9:15 a.m ..... 9:30-10:25 a.m.
- 9:30-10:45 a.m ..... 10:35-11:30 a.m.
- 11 a.m.-12:15 p.m ..... 11:40 a.m.-12:35 p.m.
- 12:30-1:45 p.m ..... 12:45-1:40 p.m.
- 2-3:15 p.m ..... 1:50-2:45 p.m.
- 3:30-4:45 p.m ..... 2:55-3:50 p.m.

EVENING CLASSES will meet as scheduled unless otherwise announced.

ONLINE CLASSES will continue normally.

University administrative offices will be informed of closing times on days when the Snow Day schedule is utilized. Student workers should contact their supervisors concerning work schedules on such days.

#### 4.2.25 Disability Services

The University provides support services to students with disabilities. The University is committed to the goal of achieving equal educational opportunity and full participation for students with disabilities. If you have a need for services due to disabilities, please contact the Disability Services Office at 405-585-5250.

#### 4.2.26 Student Grievances

The University recognizes that problems involving student and university personnel relations will arise from time to time. In order that students may be assured fair consideration, the University has established a grievance process for the impartial review of complaints, including appeals to higher levels of authority. Non-academic grievances follow separate procedures from academic grievances as outlined below. If at any time in the grievance process, the concern is deemed a Title IX issue, the grievance procedures listed here are halted and the official Title IX procedure is followed. The person making a complaint is called the "complainant" and the party named in the complaint is the "respondent."

##### **Non-Academic Grievance Procedure**

A non-academic complaint/grievance may include, but is not limited to, concerns with non-faculty personnel.

##### **Dispute Resolution**

The student should first discuss the issue with the individual involved to seek a resolution. If unresolved, the student should then consult with the individual's supervisor. If the issue remains unresolved, the student may seek advice from the Dean of Students and Vice President of Campus Life.

##### **Formal Resolution**

A written request for formal resolution must be submitted by the student within ten (10) working days after consultation with the Dean of Students and Vice President of Campus Life. The written request must be submitted via email to the Dean of Students and Vice President of Campus Life detailing the grievance and previous attempts at resolution. The Dean of Students and Vice President of Campus Life will review the grievance in consultation with the Director of Human Resources. Together, they may (a) uphold the decision made during the dispute resolution process; (b) choose to initiate a conciliatory conference between the student and personnel involved; (c) dialogue with parties involved to obtain the most reliable evidence; and/or (d) engage mediation before moving to final decision-making. Conferences or mediation make be conducted virtually. The Dean of Students and Vice President of Campus Life and Director of Human Resources will communicate a decision in writing within five (5) working days to all parties.

## **Academic Grievance Procedure**

An academic complaint/grievance may include, but is not limited to, concerns regarding classroom instruction, faculty/student interaction, course policy implementation, grade assignment, or academic integrity decisions. In most cases, the burden of proof rests with the student, but in academic integrity decisions, the burden of proof rests with the instructor.

### **Dispute Resolution**

The student should first discuss the issue with the faculty member involved to seek a resolution. If unresolved, the student should then consult with the division/school chair or program director. If the issue remains unresolved, the student may seek advice from the appropriate academic dean. The dean may choose to initiate a conciliatory conference between the student and academic personnel involved.

### **Formal Hearing**

A written request for a formal hearing must be submitted by the student within ten (10) working days after the conciliation conference and/or consultation with the dean. The written request must be submitted via email to the chief academic officer detailing the grievance and previous attempts at resolution. Time limits for the following procedures may be extended by the chief academic officer when they consider the reasons for an extension to be warranted. However, resolution should be sought as quickly as possible.

Within five (5) working days after receiving the student's petition, an ad hoc hearing committee shall be formed. The Chief Academic Officer shall select two faculty members upon the advice from the Faculty Council Chair. The Dean of Students and Vice President of Campus Life shall select two students upon advice from the officers of the Student Government Association. Students selected should match the academic level (undergraduate or graduate) and modality type (residential or online) of the student requesting the formal hearing. The ad hoc hearing committee will select an additional faculty member to be a non-voting chair. No person with a conflict of interest shall be selected. The chief academic officer will communicate to all parties regarding the make-up of the ad hoc committee.

The hearing shall be within ten (10) working days of the selection of the ad hoc hearing committee. Formal hearings may be conducted virtually. The committee shall be provided with copies of all written correspondence that has been exchanged relative to the grievance. These materials shall be collected by the chief academic officer and given to the non-voting chair of the ad hoc committee. If questions regarding procedure or concerns regarding time limits arise, the non-voting chair may consult with the chief academic officer. The non-voting chair will communicate a time and place for the hearing to all parties and preside over the hearing.

All proceedings shall be closed to anyone except the participants and the committee. The committee will review written documentation and hear oral statements from the two parties. At the discretion of the chair, other students or faculty members may be invited for a portion of the hearing to provide relevant information. A recording of the formal hearing will be made by the University. A transcript shall be provided at the expense of the party or parties requesting it. All proceedings and records of proceedings shall be confidential.

All formal hearing documents shall be kept in confidential files in the office of the Chief Academic Officer. The non-voting chair will present the committee's decision in writing within five (5) working days to all parties and to the Chief Academic Officer. Should the student initiate court action, the University reserves the right to discontinue internal procedures or to continue as the case warrants.

The ad hoc hearing committee may decide (a) to uphold the decision made during the dispute resolution process; (b) to negotiate a mutually acceptable compromise between the student and the faculty member, or (c) to suggest that the faculty member or the Chief Academic Officer change the decision made during the dispute resolution process. At least three of the four voting members of the committee must concur that the change is necessary. The committee's discussion will be conducted in private, voting will be anonymous, and the parties will make no public statements about the case.

The ad hoc hearing committee will not be bound by strict rules of legal evidence. Serious efforts will be made to obtain the most reliable evidence. The decision will take the form of finding of fact, conclusions, and a recommended disposition of the appeal. The findings of fact, conclusions, and recommended disposition must be based solely on the hearing records and pertinent University policies and procedures.

#### 4.2.27 Voter Registration

All states require that you be a United States citizen by birth or naturalization to register to vote in federal and state elections. You cannot be registered to vote in more than one place at a time. Each state has its own laws regarding registering and voting as well as deadlines for registering to vote and absentee voting. For the latest information, go to [www.canivote.org](http://www.canivote.org). (This nonpartisan website is maintained by the National Association of Secretaries of State.) Voter registration forms are located in the Campus Life Office, GC 101, or in the Library at the Circulation Desk.

### 4.3 Residence Life

OBU graduate and online students are not required to live in residential campus housing. However, should the student desire to live on campus they may inquire with the Residential Life Office to determine possible options. Should a graduate student choose to live on campus they must abide by the residential life guidelines and the housing contract and/or the lease for their specific residential assignment.

The following guidelines are general policies relating to graduate and online students regardless of their place of residence.

#### 4.3.1 Accidents/Emergencies

In an emergency involving a student he/she should contact a school administrator and this can include a Resident Director, Resident Assistant, Director of the Residential Experience or the Dean of Students and

Vice President of Campus Life to alert him/her of the situation. If the Director or RA determines that the police, fire department, or ambulance service should be contacted, the agency will be contacted immediately by the staff member. University Police also will be notified by the staff member.

Students who find themselves in a "life threatening" situation, or observe such an incident, should immediately call the appropriate agency (911), followed immediately by contacting University Police.

#### 4.3.2 University Furniture

No university owned furniture may be removed from any building on campus unless otherwise instructed or approved by the Dean of Students and Vice President of Campus Life, the building manager or the Director of Facilities Services. Removal of university furniture will result in disciplinary sanctions.

#### 4.3.3 Guest Rooms

The guest room in Kerr Residence Center and The Lodge are available to families of residents and to University guests. Reservation of a guest room can be made by calling the Office of Campus Life at (405) 585-5250 during office hours Monday through Friday. Each of the guest rooms may be rented for \$50 per night. Guest rooms are only available after the beginning of the academic year and only when the residence halls are open for residents.

#### 4.3.4 Guest Hours

Guest hours apply to all visitors to a residence hall or apartment. This includes graduate students unless they are assigned to that residence space. Visitors of the opposite sex are not allowed in residence hall rooms, apartments, or restricted areas except at designated times, e.g., guest hours, or by permission from the Residence Director. This can be found at the residence center desks and posted in residence facilities. The student host/hostess must be in the room when a guest is present. Residents' family members may visit in designated areas of housing units at the discretion of the Residence Director. Residents are responsible for their visitors and their actions. Student visitors also are liable to disciplinary action for violation of regulations. All guests are expected to follow OBU guidelines and policies.

Non-residents of the building community must check in and out at the front desk and be escorted at all times. Under no circumstances may guests of the opposite sex use the community restrooms located on residential floors. Access to these restrooms is authorized for residents of that building and community. There are guest restrooms located in each building. Please see the front desk worker for assistance in locating these restrooms.

Violating this regulation may result in disciplinary action for everyone in the apartment. Guests are not permitted to use the apartment restrooms and can locate a guest rest room in the common building of each facility.

#### 4.3.5 Illness

The Campus Nurse is available to provide care for students who are ill while on-campus. The Campus Nurse's Office is in GC 206. Please see website for hours of operation.

Students are encouraged to seek professional medical services when necessary. Students can find information regarding local Urgent Cares and Emergency Rooms by asking the Campus Nurse's office or a member of the Campus Life team.

#### 4.3.6 Minors On Campus

- Babysitting is not permitted in OBU facilities. Babysitting is defined as providing childcare for a minor whose legal guardian is not present.
- Minors should not be left unattended at any point while on campus. Parents or guardians should provide line of sight supervision for the minor at all times
- Minors are not permitted in classrooms with the student unless permission has been granted by the faculty member.

These guidelines do not apply to minors who are enrolled in OBU courses. Concurrent high school students and enrolled students under the age of 18 are subject to all OBU policies.

#### 4.3.7 Pets

No animals are permitted in any campus facility. Students are fined \$100 per incident for violations of this policy and may be subject to additional fines for multiple incidents.

Students who, because of a disability, seek approval for a support or assistance animal must request a reasonable accommodation through the Office of Disability Services, and must have appropriate supporting documentation. A determination is then made regarding whether it is reasonable for the animal to be on campus. For policies regarding service animals, please contact the Director of Disability Services.

#### 4.3.8 Protection of Personal Property

The University is not responsible for the loss/damage of money, valuables, or other personal effects. Students should keep their cars and personal items locked at all times. Immediately report any loss of property to the University Police Department.

#### 4.3.9 Common Rooms

Study lounges, conference, and recreational spaces are provided for the convenience of students. Care of the furnishings and considerate use of these and other public areas are responsibilities of each resident. Irresponsible behavior in and/or physical abuse of these facilities can result in assessment of penalties and/or banishment from the facility.



#### 4.3.10 Storage

The University does not provide storage space for students. It is recommended that students utilize local storage facilities for summer storage and to store items that will not fit in their room during the academic year.

#### 4.3.11 Crosswalks and Safety

A crosswalk is provided on MacArthur Street near Taylor Residence Center and at the Raley Dr. intersection. This crosswalk has been installed for use of all students who find it necessary to cross MacArthur Street. Do not attempt to cross at other points on MacArthur and do not cross without using the crosswalk controls to stop traffic. This is for your safety and the safety of drivers on that street. Do not take any unnecessary risks by ignoring this policy.

#### 4.3.12 Outdoor Grilling

Extreme caution is to be used while charcoaling or grilling on campus. Charcoal grills are only to be used in the grassy areas around the apartments and no grilling is to be done within 25 feet of any building on campus. In addition, grills should not be used on walkways or underneath overhangs on buildings. Do not store grills on walkways or in stairwell

### 5.0 Traditions

#### 5.1 Harvest Festival

The annual Harvest Festival is celebrated in early November in conjunction with Homecoming. The Bison and Lady Bison basketball teams play on Saturday afternoon of Homecoming. Comprising the Harvest Court are the Harvest Queen and Harvest King, Best All-Around Man and Woman, and Most Servant-Like Man and Woman selected by students in an election prior to the festivities.

#### 5.2 Hanging of the Green

Christmas is a special time on Bison Hill, as the holiday season highlights the annual Hanging of the Green. The events of this evening of activities include a formal dinner, music, drama, and the beautifully staged Hanging of the Green.

## 6.0 Motor Vehicle Regulations

### 6.1 Introduction

The motor vehicle regulations are designed to allow the orderly movement and parking of motor vehicles on campus and to provide adequate access to campus buildings for service and emergency vehicles. All persons who operate a motor vehicle on University property are expected to observe the regulations and are subject to disciplinary action for failure to follow the regulations set forth by the University. The penalties assessed can lead to, but are not limited to, the revocation of the privilege of operating and maintaining a motor vehicle on campus.

### 6.2 Disclaimer

The owner and/or operator of any vehicle to be operated or maintained on campus shall assume all risk and responsibility for the vehicle and any loss or damage to any such vehicle and/or its contents. The University will not assume responsibility for the safety, care, or protection of any such vehicle and/or its contents.

### 6.3 Registration

A motor vehicle to be operated or maintained on campus by a student or faculty/staff member must be registered with the University Police Department within five business days after the vehicle is first brought on campus. This applies to all vehicles regularly operated by the student, with the exception of temporary transportation (rentals) used for less than 2 weeks.

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More than one vehicle may be registered. FAILURE TO REGISTER YOUR VEHICLE(S) WILL RESULT IN A FINE OR DISCIPLINARY ACTION. Vehicle registrants are responsible for all violations of registration and parking regulations involving the vehicle they have registered, whoever the operator may be.

The registrant is responsible for maintaining the accuracy of the information provided to the University. The permit(s) must be permanently and completely mounted on the vehicle registered. Taping or the partial mounting of a permit on a vehicle will not be considered proper. Vehicle permits are the property of Oklahoma Baptist University and must be surrendered to University Police upon request.

1. To register your vehicle, visit the Vehicle Registration page on the OBU website and fill out the form. Your permit will be ready for pickup at the University Police Department within 24 hours.
2. The mounting location for permits on automobiles is the rear bumper on the driver's side. If this is not practical, the permit may be mounted on the exterior of 63 January 23, 2025 the rear window on the lower corner of the driver's side. In both cases the permit should be mounted to be visible from directly behind the vehicle.

3. Permits are mounted on the right front fork assembly of all two- and three-wheeled motor vehicles.
4. A registrant may purchase a second parking permit that will allow them to back into parking spaces. The mounting location for second permits on automobiles is the front bumper on the passenger's side. If this is not practical, the permit may be mounted on the front windshield on the lower corner of the passenger's side. In both cases the permit shall be mounted to be visible from directly in front of the vehicle.
5. You will not be allowed to back into spaces in the Oval, MacArthur Street lot West of the MLC, the University Street spaces in front of Kerr and Howard, the Kerr lot, and the section of spaces in the NW corner of the Village on the East side by the hospital. **Please note, if the parking lines are angled (even if not listed in the lots previously named in this paragraph), you cannot back into those spaces.**
6. The second permit will cost \$10 and can be purchased either online when completing the [Vehicle Registration Secondary Decal form](#) or by going to the Cashier in the Business Office located in Owens Hall.
7. **The primary permit must be mounted on the rear of the automobile in order to receive the second permit for the front of the vehicle.** Even if a registrant mounts the second permit but fails to mount the primary permit, they could still receive a motor vehicle violation.
8. The second permit must match the color of the registrant's primary permit.

#### 6.3.1 Permit Classifications

Registrants of vehicles receive a permit according to their classification status as follows. Permits are valid, with exceptions, until July 31.

CLASSIFICATION	RESIDENCE	COLOR
Apartment Housing South	WUA / HRC / Howard Apt. / E. Dev	Magenta
Apartment Village	Village Apartments / The Lodge / Taylor Residence Center	Black
Commuter	Off campus / University owned houses	Yellow
Dorm Housing	Agee	Blue
Dorm Housing	WMU / Kerr	Gold
Married Student Housing	Cobbs / Burns / W. Dev	Silver
OBU Employee		Green
Vendor Employees		White

#### 6.3.2 Temporary Medical Permits

Registrants of vehicles that receive a permit according to the classification status of the University may also apply for a temporary medical permit when necessary. The application for the permit can be obtained in the University Nurses Office. The permit should be placed on the vehicle rear view mirror and shall be accompanied by an explanatory letter from the Campus Nurse. The permit will explain the special parking privileges. At no time is the registrant authorized to park in marked handicapped spaces or any space reserved for visitors. State issued "Handicapped" permits should be used for permanent Medical conditions.

### 6.3.3 Parking On Campus

A parking space is defined as any area in a parking lot bounded by lines, posts, curbs, or other types of barriers on three sides. To be properly parked, a vehicle must be wholly within the area, parked front first of one parking space. Backing into parking spaces is prohibited. Parking in fire lanes is prohibited at all times. The University reserves the right to confiscate the permit, deny the privilege of operating a vehicle, or to tow at owner's expense and liability, any vehicle that is in violation of any vehicle regulation.

Lack of space in a particular lot is not a valid excuse for violating parking regulations and will not be considered as a valid basis for appeal.

### 6.3.4 Restricted Parking Spaces

All spaces set apart by RED, BLACK, GREEN or YELLOW PAINT on curb or parking block have special restrictions.

- GUEST (Green) - reserved **at all times** for persons who are not students or faculty/staff
- MAINTENANCE (Black) - reserved **at all times** for Physical Plant personnel.
- RESERVED (Black) - Faculty, Staff and University-owned vehicles.
- FIRE LANES (Red) - curbs painted red reserved for firefighting equipment.
- NO PARKING - any yellow curb indicates NO PARKING with exception of loading zones, which are labeled.
- LOADING ZONES (Yellow) - established for loading and unloading purposes only. Parking in these areas for any other usage is prohibited.
- HANDICAPPED - vehicles bearing current State permits issued to the permanently disabled.
- OFF-ROAD PARKING and PARKING ON GRASS is prohibited and will be fined as Parking in a No Parking Zone.

Students may use RESERVED (Black) spaces in unrestricted hours. Refer to Restricted Parking Lots - Section 7.3.6 for restricted hours. All other spaces are to be used as explained above.

### 6.3.5 Restricted Parking Lots

The following parking areas have restrictions: (During January Term, at the end of Spring Term and the beginning of Fall Term, residents of campus housing also may park in any parking space normally restricted to commuter students.)

Parking Lot	Restriction
Oval	Reserved for commuter students and guests, 2 am to 5 pm, M-F

Bailey/ Montgomery Hall	Reserved for commuter students, guests and OBU employees, 2 a.m. to 5 p.m., M-F. The far west lot of Montgomery Hall is also reserved for Kerr and WMU residents.
Geiger Center	Reserved for guests and OBU employees, 2 a.m. to 7 p.m., M-F
MacArthur St.	Reserved for guests and OBU employees, 2 a.m. to 5 p.m., M-F
Raley Chapel Drive	Reserved for OBU employees, 2 a.m. to 5 p.m., M-F
Raley North Lot	Reserved for guests and commuters, 2 a.m. to 5 p.m., M-F
All Residence Centers and Apartment Lots	Reserved for residents of facilities only
Art Annex	Reserved for commuter students, guests and OBU employees 2 a.m. to 5 p.m. M-F
Cargill Center Drive	Reserved for guests and employees of Cargill Center
Noble East, Tennis, Soccer, and Baseball/Softball	Open parking

#### 6.3.6 Regulations Governing Vehicle Operation

1. Vehicle operation on campus must conform to all applicable state and local laws, statutes, rules, and regulations, as well as those University rules and regulations contained herein.
2. When traffic control signals are not in place or not in operation, the driver of a vehicle shall yield the right-of-way, slowing down or stopping if need be to yield to a pedestrian crossing the roadway within a crosswalk when the pedestrian is upon the half of the roadway upon which the vehicle is traveling, or when the pedestrian is approaching so closely from the opposite half of the roadway as to be in danger.
3. Pedestrians have right-of-way on campus at all times. Pedestrians do not have the right to impede the normal flow of traffic for an indefinite period of time.
4. No pedestrian shall suddenly leave a curb or other place of safety and walk or run into the path of a vehicle which is so close that it is impossible for the driver to yield.
5. Every pedestrian crossing a roadway at any point other than within a marked crosswalk or within an unmarked crosswalk at an intersection shall yield the right-of- way to all vehicles upon the roadway.
6. The maximum speed limit on campus is 15 miles per hour. This speed limit is considered the maximum for normal conditions. Vehicles may not be operated at any speeds which are excessive for conditions that may exist.
7. Any person operating a vehicle on campus shall be responsible for the control and safe operation of the vehicle and the observance of any traffic control signs, barriers, or other traffic control devices, and these regulations.
8. Any accident involving a vehicle that occurs on campus must be reported to the

- University Police Department as soon as possible after the accident.
9. Operation of a vehicle in any area other than a street, roadway, or parking area intended for vehicles is prohibited.
  10. Operators of a motor vehicle must abide by parking regulations that apply to the permit issued and mounted on the vehicle.

#### 6.3.7 Appeals Procedures

11. Written appeals must be submitted within five business days of the citation with the Chief of University Police Department. If you wish to appeal a traffic violation citation you have received, go to the Traffic Violation Appeal page and submit an appeal through the online form.
12. The Chief of University Police will rule within 10 business days of the appeal. Notification of the ruling will be sent to the appellant in writing through campus mail.
13. Decisions of the Chief of University Police may be appealed to the Traffic Appeals Board which has final authority. An administrative fee of
  1. \$10 will be assessed per application for a hearing by the Traffic Appeals Board. Applications to the Appeals Board may be made at the Business Office in Thurmond Hall, Room 104.
14. Appeals to the Traffic Appeals Board will be heard by the board within six (6) weeks from the date of application to the board.

#### 6.3.8 Fines for Violations of Regulations

##### Violations of Regulations Concerning Registration

- Vehicle registration not current..... \$50.00
- Permit not properly mounted on vehicle ..... \$15.00
- Falsification of registration information ..... \$50.00
- Unauthorized use, reproduction, or alteration of permit..... \$50.00

##### Violations of Regulations Concerning Vehicle Operation

- Exceeding the posted speed limit..... \$50.00
- Reckless driving or racing..... \$75.00
- Driving off road or street..... \$50.00
- Failure to yield the right-of-way to pedestrians ..... \$50.00
- Operating an excessively loud vehicle ..... \$20.00
- Failure to report an accident..... \$20.00
- Failure to obey a traffic officer, signal, or device..... \$50.00
- Unauthorized vehicular access in  
fenced areas restricted from motor vehicles ..... \$110.00

##### Violations of Regulations Concerning Parking of Vehicles

- Unauthorized use of a Disabled Space ..... \$150.00
- Unauthorized use of a restricted area ..... \$50.00

- Parking in a Fire Lane..... \$150.00
- Improper Parking..... \$50.00
- Parking or standing in a roadway or traffic lane..... \$50.00
- Overtime parking in or unauthorized use of a loading zone..... \$50.00
- Parking in a No Parking Zone..... \$50.00

## 6.4 Bicycle/Scooter Policy

### 6.4.1 General Regulations

Bicycles and scooters are an excellent way to travel around the campus community. Due to the large number of pedestrians and the risk of theft and/or abandonment, bicyclists and scooterists must exercise safety by following the campus bicycle/scooter policy.

### 6.4.2 Registration

All bicycles and scooters must be registered with the university. Registration is free and will be filed with the University Police Department. Registration is valid for six years and will include physical address, phone number, make, model, serial number and estimated value. The registered owner is responsible for communicating any change in address or phone number with the University Police Department. The registered owner will receive a decal that should be placed on the bicycle frame below the seat or on the bottom side of the scooter. The owner or person to whom a bicycle or scooter registration is issued is responsible for any parking or registration violations and associated fines in which the bicycle or scooter is involved.

### 6.4.3 Riding

Two and three wheeled bicycles and scooters may be operated on those sidewalks that provide the shortest and most direct route between a bicycle rack and the street, roadway, or parking area closest to the bicycle rack.

When riding on campus you do not have the right of way. Pedestrians always have the right of way. Be courteous to others and aware of how your riding could impact the safety of others on campus. Even though you may be in control of your bicycle or scooter, you cannot assume the pedestrians near you are aware of your presence.

While operating on the street or roadway, bicycles and scooters must follow all Shawnee City Ordinances and States Statutes pertaining to bicycle operation.

### 6.4.4 Parking

Bicycle and scooter parking are permitted in bicycle racks only. Bicycles and scooters should be locked on racks in order to promote maximum security. When a bicycle is parked for an extended amount of time in long term parking areas, it is strongly encouraged that the seat and any quick release tires be removed.

Bicycles may not be parked inside buildings. Only small scooters may be parked in the student's place of residence.

### 6.4.5 Designated Parking Area

Bicycles and scooters parked, chained or otherwise attached to trees, plants, railing, posts, signs, light



poles, handicapped ramps, or any other than a bicycle rack may be impounded. The University assumes no responsibility for the care and protection of any bicycle or scooter, attached accessory, or contents, at any time the bicycle or scooter is operated or parked on campus.

Bicycle racks designated for long term parking can be utilized throughout the school year without penalty for parking.

The following bicycle racks are designated as long-term parking areas:

- Agee Residence Center
- Burns & Cobb Apartments
- Howard Apartments
- Kerr Dormitory
- Village Apartments
- The Lodge
- Taylor Residence Center
- West Devereaux Apartments
- West University Apartments
- WMU Dormitory

All bicycle racks not specifically designated as long-term parking areas are considered short term parking areas. Bicycles racks designated for short term parking can be utilized up to 3 days without penalty.

#### 6.4.6 Violations and Fines (Bicycles/Scooters)

Parking and registration violations will be assessed a fine of \$15 by appropriate University officials. Fines can be appealed within 10 business days of the ticket issue or paid in the Business Office in Owens Hall. If not paid, a fine will be billed to the registered student's account.

#### 6.4.7 Impounding

Bicycles and scooters may be impounded for the following reasons: Illegal parking, lack of registration, and/or abandonment. The University will not be liable for any damage or loss caused by impoundment. Impounded bicycles and scooters will be placed in storage until the end of the current academic year. The University will dispose of impounded bicycles and scooters after the end of the current academic year. Release of impounded bicycles and scooters require proof of registration, ownership, and proper release form from the designated campus agency.

Abandonment: A bicycle or scooter that does not show any sign of recent use or owner care is considered abandoned. Abandoned bicycles and scooters may be picked up and impounded.

#### 6.4.8 Theft

Any bicycle or scooter suspected of being stolen should be reported immediately to the University Police Department.

## Appendix A: Baptist Faith and Message (2000)

### The Baptist Faith and Message as adopted by the Baptist General of Oklahoma

#### I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

#### II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

##### A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

## B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

## C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ.

He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44;

13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

### III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

### IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

#### V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

## VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

## VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

## VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

## IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

## X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

## XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

## XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

## XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.



#### XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom.

Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15;  
Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark  
2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1  
Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10;  
Ephesians 4:1-16; Philippians 1:15-18.

#### XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5;  
Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark  
1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15;  
Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians  
3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12;  
Philemon; James 1:27; 2:8.

## XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

## XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom, no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

## XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

## Appendix B: Title IX Policy

### Title IX Policy for Oklahoma Baptist University

#### **Oklahoma Baptist University Policy Against Sex Discrimination Including Sexual Harassment**

Title IX of the Education Amendments of 1972 Effective  
October 15, 2020; Revised February 7, 2023

#### I. Preamble

Oklahoma Baptist University (“OBU”) strives to be a place where all students mature, learn, and grow into their individual callings through Christ Jesus our Lord. In that aim, OBU strives to provide the premier learning environment in which all our students may succeed to their fullest potential. It is OBU’s belief that Title IX of the Education Amendments of 1972 helps provide the safe atmosphere in which our students can flourish.

Further, in Mark 12:30-31, Jesus answered the question of what is the most important commandment with this, “**love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength. The second is this: you shall love your neighbor as yourself.**” Additionally, in Matthew 7:12, Jesus said, “**in everything, do to others what you would have them do to you.**” It is with these passages in mind that OBU establishes the following policy in accordance with Title IX of the Education Amendments of 1972 regarding sex discrimination including sexual harassment. Accordingly, the University prohibits sexual harassment or sexual misconduct by any member of the University community, whether faculty, staff, student, or otherwise.

#### II. Definitions

1. **Actual Knowledge** of an allegation of all forms of harassment including sexual harassment occurs when a Complainant informs either (1) the Title IX Coordinator, or (2) an official with authority to institute corrective measures on behalf of OBU, of an allegation of sexual misconduct covered under Title IX. When OBU has actual knowledge on such basis, its response obligations are triggered.
2. **Advisor** is an individual chosen by a Complainant or a Respondent to assist them in the Title IX process. The Advisor may be but need not be an attorney. If the Advisor is an attorney, the attorney must register with the Title IX Coordinator prior to being allowed to participate in any phase of the grievance procedures. Attorneys will be instructed in the limited scope of their involvement in the process and will be required to sign an affidavit of participation. If one party has an Advisor but the other does not, the University shall inform the party who does not have an Advisor he/she has the right to select an attorney to serve as an Advisor of his/her choosing or choose an Advisor from the University’s staff.

3. **Amnesty** involves the university's nonenforcement of other student code of conduct violations, against a Complainant, Respondent, or Witness(es) which occur or are directly related to the factual circumstances surrounding an alleged instance of unwanted conduct of a sexual nature described in the complaint.
4. **Clery Act** ("The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990") is a comprehensive crime reporting statute with implementing regulations providing specific uniform definitions of certain crimes.
5. **Coercion** is conduct or intimidation that would compel an individual to do something against their will by (1) the use of physical force, (2) threats of severely damaging consequences, or (3) pressure that would cause a reasonable person to fear severely damaging consequences. Coercion is more than an effort to persuade or attract another person to engage in sexual activity. Coercive behavior differs from seductive behavior based on the degree and type of pressure someone uses to obtain consent from another.
6. **Complaint** is a written statement, signed by the Complainant, describing specific factual details related to unwanted conduct allegedly committed by a Respondent which is alleged to violate Title IX.
7. **Complainant** is an individual who is alleged to be a victim of conduct that could constitute sexual harassment or other forms of harassment.
8. **Consent** means the affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter which can be revoked at any time. Words or overt actions clearly communicate consent when a reasonable person in the circumstances would believe those words or actions indicate a willingness to participate in a mutually agreed-upon sexual activity. Although consent is not required to be verbal, verbal communication is the most reliable form of asking for and obtaining consent. It is the responsibility of the person initiating the specific sexual activity to obtain consent for that activity.<sup>1</sup>

The Definition of consent is subject to the following:

- a. Consent can only be given if an individual is of legal age. In Oklahoma, the legal age of consent is 16 years of age.
- b. Consent is mutually understood and freely given "yes," not the absence of "no." Silence or failing to resist does not imply consent.
- c. Consent to one sexual activity does not imply consent to other forms of sexual activity.

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<sup>1</sup> In accordance with 12 O.S. § 113

- d. Consent can be withdrawn at any time. Once consent is withdrawn, the act for which the Consent was originally given must cease.
  - e. The existence of previous relationships or previous consent does not imply consent to future sexual activity.
  - f. An existing sexual, romantic, dating, or marital relationship does not imply consent.
  - g. Prior sexual activity with other individuals does not imply consent to sexual activity with other individuals.
  - h. Consent cannot be procured, expressly or implicitly, by use of force, intimidation, threats, or coercion.
  - i. An individual known to be, or who should be known to be, incapacitated, cannot consent to sexual activity initiated by another individual.
  - j. Use of alcohol and/or drugs will never function to excuse actions which violate this Policy.
9. **Dating Violence** is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim (Complainant). The existence of such a relationship will be determined based on the reporting party's (Complainant) statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
10. **Disciplinary Sanctions** are punitive actions taken by the University against a Respondent who has been determined to have engaged in unwanted conduct of a sexual nature, during a formal hearing. Such sanctions may include but are not limited to, dismissal, fine, suspension, removal from campus, or other steps intended to be punitive in nature.
11. **Domestic Violence** is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim (Complainant); by a person with whom the victim (Complainant) shares a child in common; by a person who is cohabitating with or has cohabitated with the victim (Complainant) as a spouse or intimate partner; by a person similarly situated to a spouse of the victim (Complainant) under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
12. **Education Program or Activity** are locations, events, or circumstances over which the university exercises substantial control over both the respondent and the context in which the sexual harassment occurred and is against a person in the United States.
13. **Family Education Rights and Privacy Act ("FERPA")** is a statute designed to protect the privacy rights of students and their education records. FERPA defines the term

“education record” broadly to generally include any information directly related to a student that is maintained by the University.

14. **Formal Complaint** is a document filed by a Complainant or signed by the Title IX Coordinator alleging harassment including sexual harassment against a respondent and requesting the University investigate the allegation.

15. **Incapacitation** means the inability to understand the fact, nature, or extent of the sexual situation. Incapacitation may result from mental or physical disability, sleep, unconsciousness, involuntary physical restraint, or from the influence of drugs or alcohol. A person who is incapacitated cannot give valid consent to sexual contact.

Incapacitation due to the influence of drugs or alcohol requires more than being under the influence of drugs or alcohol. Where drugs and/or alcohol are involved, incapacitation is determined based on the facts and circumstances of the particular situation looking at whether the individual was able to understand the fact, nature, or extent of the sexual situation, whether the individual was able to communicate decisions regarding consent, non-consent, or the withdrawal of consent, and whether such condition was known or reasonably known to the respondent or a reasonable person in respondent’s position.

16. **Informal Resolution** is a process for resolving Complaints of all forms of harassment including sexual harassment between students, that is other than the hearing format of a Formal Resolution, outlined below. Informal resolution is always voluntary and mediated by a trained individual. Informal resolution can only proceed after a Formal Complaint has been filed, and only if both student parties voluntarily consent to informal resolution.

17. **Investigations** are a deliberate methodical process undertaken by trained OBU employees and/or a designated outside entity in partnership with OBU, designated to gather facts and relevant evidence from the Complainant, Respondent, any witnesses, and any other available methods of gathering evidence. Investigations are to be conducted without bias and shall produce a report which details the relevant facts and evidence gathered.

18. **Party(ies)** as used in this policy only refers to Complainants and Respondents.

19. **Relevant Evidence** is information provided by a party, or witness, or discovered during the investigation of a Title IX complaint that has the tendency to make the existence of a fact, issue, statement, or occurrence more or less probable.

20. **Religious Exemption** is a congressionally provided recognition that certain aspects of Title IX do not apply to religious universities, like Oklahoma Baptist University, when application of that aspect would violate a sincerely held religious belief of the university,

as such are determined by the Board of Trustees and the Baptist Faith and Message 2000.

21. **Remedies** are restorative actions taken by the University for the benefit of a Complainant against whom any form of harassment including sexual harassment has been determined to occur, during a formal hearing.
22. **Respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute any form of harassment including sexual harassment.
23. **Retaliation** occurs when the university or other individual intimidates, threatens, coerces, or discriminates against any individual for the purpose of interfering with any rights or privileges secured by Title IX.
24. **Sexual Assault** is any type of sexual contact or behavior that occurs without consent of the recipient (Complainant). The definition includes sexual activity such as forced sexual intercourse, sodomy, molestation, incest, fondling, and attempted rape. It includes sexual acts against people who are unable to consent either due to age or lack of capacity.
25. **Sexual harassment** is a form of sex discrimination on the basis of sex that is either (1) “quid pro quo”<sup>2</sup> sexual harassment by an employee; or (2) unwelcomed conduct leading to a hostile environment, determined by a reasonable person, to be so severe, pervasive and objectively offensive that effectively denies a person equal access to the University’s education programs or activities; or (3) sexual assault, dating violence, domestic violence or stalking as defined in the “Clery Act” and the “VAWA”.
26. **Stalking** is engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person’s safety or the safety of others; or (2) suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person’s property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities of the victim.
27. **Standard of Evidence** is the relevant degree of satisfaction required in order to determine whether a fact, finding, or evidence is true. The standard of proof in all matters involving sexual harassment will be the preponderance of the evidence

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<sup>2</sup> A school employee conditioning education benefits on participation in unwelcome sexual conduct.



standard.

28. **Supportive Measures** are free individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party, designed to provide or preserve equal educational access, protect safety or deter sexual harassment.
29. **Title IX Coordinator** is the person appointed by the University to oversee the application of its Title IX program and compliance. The Title IX Coordinator and his/her information is listed herein and on the University's website.
30. **Violence Against Women Reauthorization Act of 2013** ("VAWA") is a Federal statute providing certain definitions related to violent acts against women in various settings. Certain definitions found in VAWA amend definitions found in the Clery Act by reference. The definitions in this policy applying to dating violence, domestic violence, and stalking are Clery Act definitions amended by VAWA.

### III. Grievance Procedures

The Grievance procedure always begins with a written complaint.

1. **Complaint:** Oklahoma Baptist University's Title IX procedures begin by the filing of a signed formal written complaint, delivered by a Complainant to the Title IX Coordinator. OBU must dismiss a complaint that alleges conduct (1) that is not covered in the regulation's definition of sexual harassment, or (2) that did not occur in the University's academic program or activities, or (3) that is not against a person in the United States. This mandatory dismissal is only with regard to Title IX. Other University disciplinary procedures may apply even though Title IX may not.

The University may but is not required to dismiss a formal complaint if (1) the Complainant informs the Title IX Coordinator, in writing, that the Complainant desires to withdraw his/her formal complaint, or (2) if the Respondent is no longer enrolled in or employed by the University, or (3) if specific circumstances prevent the University from gathering sufficient evidence to make a determination. If the University dismisses a complaint it will provide written notice of the dismissal to both parties concurrently.

When the Title IX Coordinator is aware of a repeated pattern of sexual misconduct by an individual the Title IX Coordinator may initiate the grievance procedure on behalf of the University, as the institutional Complainant, through a written complaint signed by the Title IX Coordinator.

2. **Advisors:** Each party is allowed to have an Advisor of their choosing present with them during each stage of the formal process. An Advisor may, but need not be, an attorney.

Attorneys serving as Advisors must register with the Title IX Coordinator prior to participation in any phase of any resolution process. In the event a Party has not chosen an Advisor prior to the live hearing, the University will provide an Advisor of its choosing. The role of the advisor at the live hearing is to conduct cross-examination on behalf of a party. The advisor is not to represent a party, but only to relay the party's cross-examination questions that the party wishes to have asked of the other party and witnesses. Advisors may not raise objections or make statements or arguments during the live hearing.

The Title IX Coordinator will immediately implement supportive measures when necessary to ensure equal access to OBU programs.

3. **Supportive Measures:** The Title IX Coordinator must implement Supportive Measures as soon as practicable, when necessary or requested which are designed to ensure equal access to Oklahoma Baptist University's academic programs and benefits. These measures are non-punitive and non-disciplinary.

The Title IX Coordinator then provides contemporaneous notice of the complaint and enough detail to provide the Complainant and Respondent the ability to participate meaningfully in the first interview (See Informal Resolution below for student on student complaints where both parties agree to informal resolution.)

4. **Notice:** The Title IX Coordinator will notify both parties contemporaneously of the allegations contained in the complaint with enough specificity for each party to understand the complaint, the relevant parties, and to be able to prepare for the first interview with the investigators.

The Title IX Coordinator will prepare an investigatory plan and assign proper investigators to begin the collection of facts and evidence.

5. **Investigation:** The Title IX Coordinator will create a written investigation plan and assign investigators to gather relevant facts and information in an unbiased and fair manner from the Complainant, Respondent, their witnesses and other individuals with potentially relevant facts or evidence related to the complaint. Each party may provide inculpatory and exculpatory evidence and fact witnesses to the investigators. The burden for gathering evidence and substantiating the burden of proof lies with the University, not the parties. Interviews may be electronically recorded at the sole discretion of the investigators. During the investigation, the University will not access treatment records without the voluntary written consent of the party. The University will protect the privacy of the party supplying its treatment record as best as is possible without unfairly jeopardizing the unbiased nature of the investigation. If the treatment record is relevant to the ultimate issue in the investigation, the other party will be provided access to the record, just like all other relevant evidence. The investigation will result in a written report summarizing the evidence and the process employed to gather

the evidence. Prior to issuing the final investigative report, the investigator(s) will provide each party and their advisor, if any, with access to the evidence being considered. Each party shall have at least (5) calendar days in which to provide the Investigator(s) suggestions for clarification of the evidence included within the report. The Investigator(s) shall consider the Parties' written recommendations prior to issuing the final written investigative report. The Investigator(s) shall have full and final discretion regarding whether the Parties written recommendations are to be added to the final investigative report. The final written investigative report, along with copies of all evidence, will be provided to the Complainant and Respondent, at least seven (7) calendar days prior to the hearing.

Following the conclusion of the investigation, the Title IX Coordinator will assemble a hearing panel from the pool of trained panelists and a date will be set for hearing.

6. **Hearing:** At the conclusion of the formal investigation a formal resolution process will conclude with a live hearing.
  - a. **Hearing Panel:** The hearing is conducted in the presence of a three (3) person hearing panel whose role is to determine whether it is by the preponderance of the evidence (whether it is more likely than not) that the facts and evidence in the complaint are either true or false. The University may appoint a hearing panel chair to conduct the hearing which may include duties such as keeping time and schedule, maintaining decorum, determining relevance of cross-examination questions, and other duties as may be assigned. The hearing panel chair may or may not be a member of the three (3) person hearing panel. If the hearing panel chair is not a member of the three (3) person hearing panel, the hearing panel chair shall not have a vote when the hearing panel determines the merits of the matter. Whether the hearing panel chair is a member of the three (3) person hearing panel will be determined prior to the hearing and the parties shall be informed of such determination prior to the beginning of the hearing.
  - b. **Cross Examination:** The live hearing will include the ability of each party to indirectly cross examine the other party. Neither party will be allowed to address the other party directly but may only do so through his or her Advisor. Cross examination will be live, oral, and in real time, but is limited to only information relevant to the complaint. Each party's advisor may pose relevant questions to the opposing party and witnesses. Each party will prepare their questions, including any follow-up questions, for the other party and witnesses, and will provide them to their advisor. The advisor will ask the questions as the party has provided them, and may not ask questions that the advisor themselves have developed without their party. The hearing panel may also question the parties and witnesses. All questions shall be screened for relevance prior to the question being answered by the party or witness.

The prior sexual conduct of a complainant is always irrelevant, unless it is offered to prove that someone other than the respondent committed the sexual harassment, or to prove consent. Instances of prior sexual conduct between the parties, by itself, is not dispositive of consent.

A party or witness has the right to forego attending a hearing or answering cross-examination questions and refusing to do so may not be used by the decision maker to make an inference, either positive or negative, about credibility.

- c. **Relevant Evidence:** The parties will have the opportunity to present the evidence they submitted, subject to any exclusions determined by the hearing panel chair. Generally, the parties may not introduce evidence, including witness testimony, at the hearing that they did not identify during the pre-hearing process. However, the decision-maker has discretion to accept or exclude additional evidence presented at the hearing. Witnesses may be called, subject to the availability of the Witness. At least 5 calendar days prior to the hearing, the parties shall submit a written list of the Witnesses they request to testify at the hearing to the Title IX Coordinator. The Title IX Coordinator shall contact the Witnesses and inform them that they have been requested to testify. In the event a Witness who has been requested by either party is unavailable to testify, the parties shall have the ability to highlight the portions of the Witness' testimony produced as part of the Final Investigative Report. Prior sexual conduct of a Complainant is always IRRELEVANT, unless it is offered to prove that someone other than the Respondent committed the sexual misconduct, or to prove consent. Instances of prior sexual conduct between the parties by itself, is not dispositive of consent.
- d. **Avoidance of Retraumatization:** Even though the cross examination will be live and in real time, either party may request to participate in the hearing via online video conferencing rather than being in the hearing room. A party may elect to not participate in the cross-examination within the live hearing. Notwithstanding, the panel may not draw an inference regarding responsibility merely because a party declines to participate in cross-examination or is absent from the hearing.
- e. **Recording and Privacy:** The hearing will be recorded electronically. All live hearings will be closed to the public and witnesses will be present only during their testimony. Parties and their advisors may be present for all parts of the hearing, including testimony of witnesses. For live hearings that use technology, the decision maker shall ensure that appropriate protections are in place to maintain confidentiality.
- f. **Decorum:** The University will require all parties, advisors, and witnesses to maintain appropriate decorum throughout the live hearing. Participants at the

live hearing are expected to abide by the hearing panel's directions and determinations, maintain civility, and avoid emotional outbursts and raised voices. Repeated violations of appropriate decorum will result in a break in the live hearing, the length of which will be determined by the hearing panel chair. The hearing panel reserves the right to appoint a different advisor to conduct cross-examination on behalf of a party after an advisor's repeated violations of appropriate decorum or other rules related to the conduct of the live hearing.

Shortly after the hearing panel returns its decision, each party will be contemporaneously informed of the panel's decision.

7. **Determination:** At the conclusion of the hearing, the hearing panel will convene in private to make a determination of whether it is more likely than not, based on the totality of the evidence presented, that the conduct complained of happened in accordance with the facts alleged in the complaint, and if so, whether the conduct violates Title IX. The panel's determination will be in writing and will be communicated to the Title IX Coordinator, the Complainant and the Respondent, concurrently. The written determination will articulate findings of fact, conclusions on the ultimate matter, its rationale as to each allegation contained in the complaint, the disciplinary sanctions imposed by the panel and whether remedies are available to the Complainant. The Title IX Coordinator is responsible and empowered to ensure that the panel's sanctions are implemented.

**Either party may appeal the decision.**

8. **Appeal:** Either party may appeal the decision of the hearing panel. The appeal must be made in writing and presented to the Title IX Coordinator within Seven (7) calendar days of the date on which the determination has been communicated to the parties. The only grounds for appeal are as follows: a procedural error that significantly impacted the outcome, to consider new evidence unavailable during the original investigation, a conflict of interest or bias by an investigator, Title IX coordinator, or a member of the hearing panel that substantially impacted the outcome of the investigation or adjudication, or the sanctions imposed are substantially disproportionate to the severity of the violation. The request for appeal shall include on what grounds the appeal is made, and an explanation of how the grounds apply to the party's case.

If the decision involves an employee, and employment sanctions are involved, then the Director of Human Resources shall be the appellate review officer. If the appeal involves only students, then the Dean of Students & Vice President of Campus Life shall be the appellate officer. If either appellate officer has a conflict of interest in the outcome of the appeal, then an appellate officer selected from the Executive Cabinet will be appointed by the President.

Generally, after the appeal decision has been contemporaneously communicated,

appropriate sanctions will be implemented against a respondent who has been determined to have violated Title IX. In some circumstances it may be necessary to implement disciplinary sanctions immediately, even though a decision is still appealable, but this is rare.

9. **Sanctions:** In the event the Respondent is determined to have violated the University's Title IX policy, the hearing panel will recommend the appropriate sanctions against the Respondent to the University. Prior to recommending sanctions, the panel is permitted, but is not required, to consult with the Dean of Students regarding appropriate sanctions for students determined to have violated Title IX. Prior to recommending sanctions, the panel is permitted, but is not required, to consult with the Director of Human Resources for employees determined to have violated Title IX.

**Student Sanctions** include but are not limited to (1) withdrawal of a right or privilege, (2) mandatory training, (3) mediated restitution, if appropriate, (4) fine or other penalty, (5) probation as defined in the graduate and online student handbook, (6) removal from and/or alteration to Respondent's campus housing, without expulsion, (7) suspension for a time, or (8) expulsion from the University.

**Employment sanctions** may include, but are not limited to (1) mandatory training, (2) mediated restitution, if appropriate, (3) loss of a right or privilege of employment, (4) altered work schedule, (5) temporary paid or unpaid suspension, or (6) termination of employment from the University.

The Title IX Coordinator will assist the Complainant by implementing remedies designed to allow the Complainant to continue receiving academic benefits and services at Oklahoma Baptist University if applicable.

10. **Remedies:** The Title IX Coordinator will work with the Complainant through an interactive process to determine appropriate remedies that will allow the complainant to continue accessing the academic programs and benefits provided by Oklahoma Baptist University. The University will also seek to ensure the Respondent's access to academic programs and benefits provided by Oklahoma Baptist University but may be limited based on the official sanctions.

#### IV. Informal Resolution, if applicable

A written complaint is delivered to the Title IX Coordinator.

1. **Complaint:** Oklahoma Baptist University's Title IX procedures begins by the filing of a signed formal written complaint, delivered by a Complainant to the Title IX Coordinator. OBU must dismiss a complaint that alleges conduct (1) that is not covered in the regulation's definition of sexual harassment, or (2) that did not occur in the University's academic program or activities, or (3) that is not against a person in the United States

(this does not mean “must be a US citizen”). This mandatory dismissal is only with regard to Title IX. Other University disciplinary procedures may apply even though Title IX may not.

The University may, but is not required to dismiss a formal complaint if (1) the Complainant informs the Title IX Coordinator, in writing, that the Complainant desires to withdraw its formal complaint, or (2) if the Respondent is no longer enrolled in or employed by the University, or (3) if specific circumstances prevent the University from gathering sufficient evidence to make a determination. If the University dismisses a complaint, it will provide written notice of the dismissal to both parties concurrently.

The Title IX Coordinator will immediately implement supportive measures when necessary to ensure equal access to OBU Programs.

2. **Supportive Measures:** The Title IX Coordinator must implement Supportive Measures as soon as practicable, when necessary or requested. Supportive Measures are designed to ensure equal access to Oklahoma Baptist University’s academic programs and benefits. These measures are non-punitive and non-disciplinary.

The Title IX Coordinator then provides contemporaneous notice of the complaint and enough detail to provide the Complainant and Respondent the ability to participate meaningfully in the first interview. (See Informal Resolution below for student-on- student complaints where both parties agree to informal resolution.)

3. **Notice:** The Title IX Coordinator will notify both parties contemporaneously of the allegations contained in the complaint with enough specificity for each party to understand the complaint, the relevant parties, and to be able to prepare for the first interview with the investigators.

Both parties may agree, after giving informed written consent to the Title IX Coordinator, to participate in an informal resolution process not involving a hearing panel.

4. **Informal Resolution Methods and Requirements:** If both parties are students and each agree through an informed written consent to participate in an informal resolution process, the Title IX Coordinator may invoke the informal resolution process which may involve a mediated resolution, restorative processes, acceptance of responsibility, or other informal means, especially processes that mirror the tone and steps in the Gospel of Matthew Chapter 18. The parties’ Advisors may participate with them in the informal resolution process. Generally, Advisors will not be allowed to speak during informal resolution processes.
5. **Revocation of Consent to Participate:** Prior to the resolution agreement either party may withdraw from the informal resolution process and the formal resolution process

will commence. All information provided or gleaned during the informal resolution process may be included in the file and provided to investigators in the Formal resolution process.

#### V. General Provisions

1. **Retaliation** against any individual for participation in a Title IX complaint, allegations, or procedures, or for enforcing any right protected by Title IX is strictly prohibited. Retaliation by an individual against another individual is a separate violation of the student conduct code or employee conduct expectations and such individual will be subject to sanctions in addition to any appropriate sanctions or remedy assessed under this Title IX policy. Charging an individual with a code of conduct violation not involving sexual harassment that arises out of the same facts or circumstances contained in a report of sexual harassment, for the purpose of interfering with a right or privilege protected by Title IX shall be considered retaliation.
2. **Amnesty** is provided to Complainant, Respondent, and Witnesses for other related student code of conduct violations which occur and are directly related to the factual circumstances surrounding the alleged unwanted conduct of a sexual nature described in the complaint. The purpose of this privilege is to remove barriers to the reporting of incidents of sexual misconduct.
3. **Privacy** of the Complainant, Respondent, and Witnesses will be protected as best as is possible considering the nature of the complaint and the University's need to conduct a full and complete investigation and determine the matter. FERPA applies to proceedings, reports, investigations, and all communications related to the processing of a Title IX complaint.
4. **Reporting** a potential violation of Title IX occurs when the Complainant communicates the allegation to the Title IX Coordinator or another employee with the authority to redress instances of sexual harassment. Reporting the potential violation is not an official complaint.
  - a. **Confidential Reporting:** A Complainant may also wish to discuss the circumstances confidentially. The following employees are sources for confidential reporting of allegations - counseling center.
  - b. **Criminal Conduct:** A Complainant should immediately report any instance of criminal sexual assault or sexual misconduct to the Oklahoma Baptist University Police Department or the Shawnee City Police Department by dialing 911.
  - c. In the event the Complainant is below the age of majority, the State of Oklahoma requires that any person knowing of sexual misconduct must report that misconduct to the Department of Human Services.



## Appendix C: Policy and Procedures Addressing Pregnant and Parenting Students

### Title IX of the Education Amendments of 1972 Effective: April 1, 2024

#### I. Preamble

Oklahoma Baptist University (OBU) is committed to providing a supportive learning environment for students who are pregnant, who were recently pregnant, persons with pregnancy-related conditions, and new parents (including through adoption or fostering). It is the University's policy to provide appropriate and reasonable accommodations to educational programs and activities, allowing students to continue their education at Oklahoma Baptist University.

#### II. Overview

Under the Department of Education's (DOE) Title IX regulations, an institution that receives federal funding "shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery there from." According to the DOE, appropriate treatment of a student who is pregnant includes granting the student leave "for so long a period of time as is deemed medically necessary by the student's physician," and reinstating the student to the same status as was held when the leave began.

This generally means that students who are pregnant should be treated by the University the same way as someone who has a temporary disability and will be given an opportunity to make up missed work if possible. Extended deadlines, make-up assignments (e.g., papers, quizzes, tests, and presentations), tutoring, independent study, online course completion options, and incomplete grades that can be completed at a later date are options faculty can employ through the assistance of the Office of Disability Services.

In situations such as clinical rotations, performances, labs, and group work, the University will work with the student to devise an alternative path to completion, whenever possible.

Students are encouraged to work with their instructors and the University's support systems, such as the Office of Disability Services and Student Financial Services, to devise a plan for how best to address any limiting conditions as pregnancy progresses, anticipate the need for leave, minimize the academic impact of their absence, and get back on track as efficiently as possible. The Title IX Coordinator will assist with plan development and facilitate implementation as needed. **Nothing in this policy requires modification to the essential elements or learning outcomes of any academic program.**

The Title IX Coordinator has the authority, if needed, to: (1) determine that such accommodations are necessary and appropriate; and (2) inform faculty members of the need to adjust the program and/or course parameters accordingly but will partner with the Office of Disability Services for the accommodation letters to be sent to professors according to standard practices.

Administrative responsibility for accommodations overseen by the Office of Disability Services lies with that office while ensuring access to the Title IX Coordinator as needed. Instructors or other OBU employees who provide pregnant or parenting students accommodations are required to inform the Title IX Coordinator of those accommodations so required documentation is centrally maintained through the Office of Disability Services.

### III. Definitions (in regards to this policy)

1. **Office of Disability Services:** works with the faculty and the student to mitigate institutional barriers and equip students to have equal educational access.
2. **Medical Necessity:** a determination made by a licensed health care provider (of the student's choosing) that a certain course of action is in the best interest of the patient's health.
3. **Parenting:** the raising of a child or attending to the child's medical needs by the child's parents in the reasonably immediate postpartum period.
4. **Partner:** refers to the non-birthing parent.
5. **Pregnancy and Pregnancy-Related Conditions:** includes (but not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.
6. **Pregnancy Discrimination:** includes treating a student affected by pregnancy or pregnancy-related condition less favorably than similar individuals not so affected, and includes a failure to provide legally mandated leave or accommodations.
7. **Pregnant Student/Birth Parent:** a student who is or was pregnant.
8. **Reasonable Accommodations:** changes in the academic environment or typical operations that enable pregnant or parenting students, or students with pregnancy-related conditions to continue pursuing their studies at the University.

#### **IV. Obtaining Supportive Measures and Privacy**

While pregnancy disclosure is entirely voluntary, in order to receive medically necessary accommodations, or to determine if alternative academic adjustments are needed, it is the student's responsibility to inform their instructors, the Office of Disability Services, and/or the Title IX Coordinator. As a student's needs change over time, their individual plan may be adjusted.

The Office of Disability Services can provide the required documentation for a short-term disability leave, if needed, and will inform the instructors and the Title IX Coordinator of all accommodations formulated through that office for the student.

Information about a pregnant student's request for accommodations will be shared with OBU employees only to the extent necessary in order to provide reasonable accommodations. OBU employees will regard all information associated with such requests as private and will not disclose this information unless it is necessary.

##### **Disability Services Office**

Ms. Joy Carl, Director  
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[joy.carl@okbu.edu](mailto:joy.carl@okbu.edu)  
(405) 585-5285

##### **Title IX Coordinator**

Mr. Brandon Petersen  
Geiger Center 101  
[brandon.petersen@okbu.edu](mailto:brandon.petersen@okbu.edu)  
(405) 585-5250

#### **V. Reasonable Accommodations**

1. The University and its faculty and staff will not require students to limit their studies as the result of pregnancy or pregnancy-related conditions.
2. The benefits and services provided to students affected by pregnancy will be no less than those provided to students with temporary medical conditions.
3. Students with pregnancy-related disabilities, like any student with a short-term or temporary disability, are entitled to reasonable accommodations so that they will not be disadvantaged in their courses of study and may seek assistance from the Title IX office and/or the Office of Disability Services.
4. Pregnant or parenting students who must take a medical short-term disability leave of absence shall be allowed to return to their course of studies with the same academic and extracurricular status as before the leave began.
5. At their sole discretion, the student may decide to withdraw from the University, either permanently or for a period of time, due to the pregnancy or conditions associated with the pregnancy. The University's withdrawal and/or readmission procedures will apply.
6. No artificial deadlines or time limitations will be imposed on requests for accommodations; however, accommodations cannot be implemented retroactively.
7. Pregnant and/or parenting students have the right to participate in, and finish internships related to, their academic work. If health concerns related to pregnancy impact the completion of an internship, students are encouraged to contact their supervisor and/or the Title IX Coordinator.

8. Students receiving financial assistance or scholarships from the University will not be negatively impacted by pregnancy or any pregnancy-related condition. However, the financial aid received by a student who decides to temporarily withdraw from the University for non-medical reasons related to the pregnancy could be impacted. Students are strongly encouraged to speak with their financial aid counselor if considering this option.
9. Reasonable accommodations may include, but are not limited to:
  - a. Requests by a pregnant student to protect the health and safety of the student and or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances).
  - b. Making modifications to the physical environment (such as accessible seating).
  - c. Allowing for additional restroom breaks.
  - d. Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences.
  - e. Opportunities to make up work missed during absences related to a pregnancy.
  - f. If attendance is graded, an alternative way of making up missed attendance points must be provided.
  - g. Offering remote learning options when feasible and is determined by each faculty member.
  - h. Excusing medically-necessary absences
    - i. This must be granted, irrespective of classroom attendance requirements set by a faculty member, division, or program.
    - ii. Upon their return, the student will be reinstated to the extent possible to the same status held prior to the absence.
    - iii. Documentation from a doctor can only be required if it is required for other medically related absences.
  - i. Implementing incomplete grades for classes that will be resumed at a future date.
  - j. Allowing breastfeeding students reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible. A student can contact the Title IX Coordinator to determine a location within a specific campus building.

#### **VI. Modified Academic Responsibilities for Parenting Students (as defined in Sec. III)**

Students who wish to remain engaged in their coursework but need to adjust their academic responsibilities for a period of time because of: (1) the birth of a child; (2) the adoption of a child; or (3) the placement of a foster child, may request an academic modification for a time period determined in partnership with the Office of Disability Services, the student, and with the student's agreement, their advisor. The Title IX Coordinator will be notified of this agreement and can facilitate the agreement if needed.

1. During the modification period, the student's academic requirements will be adjusted and deadlines postponed as appropriate, in collaboration with the appropriate academic

programs, the student's academic advisor, the Office of Disability Services, and/or the Title IX Coordinator.

2. Students seeking a period of modified academic responsibilities may consult with the Office of Disability Services or the Title IX Coordinator to determine appropriate academic accommodations requests. The Office of Disability Services or the Title IX Coordinator will communicate all requests under this policy to the student's faculty and coordinate accommodation-related efforts with the faculty.
3. Students are encouraged to work with their advisors and instructors to reschedule course assignments, lab hours, examinations, or other requirements, and/or to reduce their overall course load, as appropriate. The Office of Disability Services in conjunction with the Title IX Coordinator, if needed, can help facilitate needed accommodations and modifications.
4. Students can request modified academic responsibilities under this policy regardless of whether they elect to take a leave of absence.
5. While receiving academic modifications, students will remain registered and retain benefits accordingly unless there are legal requirements regarding benefits based on a reduction of hours to a part-time status.

## VII. Leave of Absence

1. As long as a student can maintain appropriate academic progress, the University's faculty and/or staff will not require the student to take a leave of absence or withdraw from or limit their studies as the result of pregnancy, childbirth, or related conditions. It is important to remember that nothing in this policy requires modification of the essential elements or learning objectives of any course or academic program.
2. Enrolled students may elect to take a leave of absence because of pregnancy, birth of a child, adoption, or foster placement of a child. The leave of absence is initiated through the Office of Disability Services, under Federal guidelines, and may be extended in the case of extenuating circumstances or medical necessity.
3. To the extent possible, the University will take reasonable steps to ensure that upon return from leave, students will be reinstated to their academic program with the same academic status as when the leave began. Students will not be negatively impacted by or forfeit their future eligibility for their University scholarship/s or similar University- supported funding by exercising their rights of a leave of absence under this policy.
4. Students who re-enroll at OBU after earning more than 15 hours at another institution will be treated as a transfer student and University transfer scholarship awarding policies will apply.
5. Students should contact Student Financial Services with any questions they have regarding tuition and financial aid.
6. The Title IX Coordinator can be an advocate for students with respect to financial aid in the event that a medical leave of absence places their eligibility into question.

## VIII. Retaliation and Harassment

1. Harassment, based on pregnancy or parental status, by any member of the University community is prohibited.
2. University employees are prohibited from interfering with a student's right to take leave, seek reasonable accommodations, or otherwise exercise their rights under this policy.
3. University employees are prohibited from retaliating against students for exercising the rights articulated by this policy, including imposing, or threatening to impose, negative educational consequences because students request leave or accommodations, file a complaint, or otherwise exercise their rights under this policy.

## IX. Reporting

The Title IX Coordinator is responsible for overseeing complaints of discrimination involving pregnant and parenting students. If a student is experiencing harassment, discrimination, or retaliation due to pregnancy or a related condition, the University will address all complaints through the appropriate policy and provide supportive measures.

Submit complaints to the Title IX Coordinator, through the University's Student Online Complaint form at <https://www.okbu.edu/title-ix/reporting-process.html> or with the Department of Education.

### *Title IX Coordinator*

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### *Office for Civil Rights (OCR)*

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