I. APPROACH OF THE CODE

A. PURPOSE. As an academic community within a larger civil community, it is necessary for Rice University to articulate and enforce standards of behavior. These standards are not intended only to prohibit misbehavior and to punish violations of regulations but also to educate about behavior and character traits that the community wishes to promote or discourage; to protect community members from harm or unwarranted interference; to hold individuals and groups responsible for their actions and the consequences of their behavior; and to cultivate an environment conducive to our community’s educational purpose. In short, Rice expects its students to behave—at all times—reasonably, respectfully and responsibly.

This Code is not a substitute for criminal or civil judicial proceedings and it is not intended to restrict or discourage any complainant from using criminal or civil justice systems. Disciplinary action under this Code does not preclude sanctions or remedies under criminal or civil laws. Rice University and individual complainants or victims may, wholly apart from this Code, refer suspected criminal law violations to the criminal justice system, pursue available remedies through civil court proceedings, and avail themselves of other forms of dispute resolution.

The information contained in this Code is intended to aid efforts to ascertain the facts of a disciplinary matter or allegation and to reach a just decision. The Code is not intended to — and does not — confer any contractual rights on any individuals involved. Circumstances can differ greatly between matters, and the Director of Student Judicial Programs may make necessary adjustments to the procedures in a particular matter in order to reach a timely and just decision.

B. PHILOSOPHY. The life and work of a Rice University student should be based on integrity, responsibility, and consideration and respect for others. In all activities each student is expected to be respectful of the rights and interests of the community and of others in the community and to be personally honest. Rice University, through appropriate policies and rules, expects mature and responsible behavior of its students and holds students responsible for behavior that violates the standards and expectations of the community. All students are expected to conduct themselves in a manner compatible with the University’s function as an educational institution and with the rights of all members of the University community to attend, make use of, and enjoy the facilities and benefits of the University without undue interruption or disruption.

By entering Rice University, students accept several responsibilities: to respect the safety, dignity, and welfare of all persons in the University community and their guests, to refrain from misusing or harming property which belongs to the University or members of this community, to maintain an atmosphere conducive to education and scholarship, and other responsibilities as outlined in the Student Handbook and University policies. Failure to fulfill these responsibilities and expectations may result in the suspension of specific privileges, the withdrawal of the student’s privilege of attending the University, or the imposition of other sanctions.
The remainder of this Code explains in more detail the mechanisms and procedures for maintaining and enforcing Rice University’s standard for non-academic conduct. The Code explains the several types of judicial bodies and officials that adjudicate misconduct charges. It also provides examples of conduct that violates the Code, as well as the sanctions that may be imposed for Code violations. Also included is an explanation of the procedures typically used in adjudicating misconduct allegations and appeals.

C. THE JUDICIAL SYSTEM. Rice University advocates student self-governance and imposes as few rules as possible; however, as in any community, certain expectations for behavior and conduct are necessary.

This Code, including the philosophy discussed above, shall apply to the non-academic conduct of all Rice University undergraduate students, transfer students, graduate students, professional students, visiting students, Class III students, Second Degree students, those auditing classes, and any other category of Rice University students, from the time they arrive on campus for orientation until they have graduated, permanently withdrawn, or resigned from the University. Academic conduct is addressed by the University’s Honor Code, though the two systems may overlap at times and the processes under this Code can be used to effectuate Honor Code sanctions; suspensions for Honor Code violations are also disciplinary suspensions. Certain other areas and departments of the University (such as the library, parking and traffic enforcement, and Housing and Dining) also maintain additional rules and regulations that students are responsible for observing. Any department or office may refer a violation of University rules or policies to the student disciplinary system.

This Code applies to behavior on or off campus, including that which affects the University community’s reputation, safety, or security. Student organizations and clubs are also subject to this Code and may be sanctioned under this Code. All enrolled students are subject to Rice University policies, rules and regulations, including this Code whether they are on or off campus. All prospective students and guests of Rice University students are subject to Rice University policies, rules and regulations whenever they are on the Rice University campus or attending a Rice University function (even those away from the campus). Any member of the Rice community may file a charge against a student for violation of the Code. The Director of Student Judicial Programs (Director) will determine if there is sufficient basis for charges to be considered under the Code.

This Code and non-academic disciplinary actions are implemented by a judicial system that is composed of several officials and judicial bodies: the individual College Courts, the College Masters, the University Court, the Judicial Affairs Committee, the Director, the Associate Dean of Undergraduates (over the Office of Student Judicial Programs), the Dean of Undergraduates, and the Dean of Graduate and Postdoctoral Studies. This Code remains in effect throughout the calendar year; it is not limited to the academic year.

The College Courts and University Court may enact their own procedures for implementing this Code, with the approval of the Master or Director as appropriate, as long as such procedures are fair, reasonable, and not inconsistent with this Code. The Director and the Masters may enact their own practices for implementing this Code as long as such practices are consistent with the principles and purposes of this Code.

Effective January 12, 2015
The Dean of Undergraduates has general authority over the student disciplinary system. The Dean of Undergraduates and the Associate Dean provide consultation as needed to the Director of Student Judicial Programs (“Director”), the Masters, University Court, and others involved in the Rice Judicial System. The Office of Student Judicial Programs is the primary administrative office concerning matters under the Code of Conduct, and the Director is the primary disciplinary official administering the disciplinary process under this Code. All powers and authority given to the Director under this Code may be exercised by the Dean of Undergraduates and the Associate Dean.

The Masters, the Director, the Associate Dean, the Dean of Undergraduates, and the Dean of Graduate and Postdoctoral Studies may appoint designees in their discretion.

Provisions of this Code may be reviewed and amended at any time by the Dean of Undergraduates and the Associate Dean of Undergraduates, and are effective when approved by both. In addition, the Code shall be presented to the Rice University Board of Trustees for review at least every four years.

D. RICE UNIVERSITY JUDICIAL OFFICIALS AND JUDICIAL BODIES. Rice University judicial officials and judicial bodies are not designed to and should not be expected to function as courts of law. The procedures are designed to treat all matters as individually and informally as possible and strive for fairness and reasonableness in all considerations. When feasible and appropriate, disciplinary cases will be referred to the student governed judicial bodies, such as University Court and the College Courts.

1. **Associate Dean of Undergraduates.** The Associate Dean of Undergraduates (Associate Dean) oversees Student Judicial Programs, coordinates the behavior and conduct systems at Rice, and is responsible for cooperation among the offices. The Associate Dean chairs the Consultation and Assessment Team, which convenes relevant offices and officials regularly to coordinate responses to behavioral matters, including coordinating disciplinary matters but also non-disciplinary behavioral matters. The Associate Dean has the authority to administer the Code as a Judicial Official when necessary. The Associate Dean decides when mandatory assessments will be required for students. The Associate Dean also assists with the non-judicial resolution of behavioral matters as necessary and coordinates responses when cases have both significant judicial and non-judicial aspects.

2. **Student Judicial Programs.** Student Judicial Programs is the primary conduct office of the University, and the Director of Student Judicial Programs is the primary conduct official. The office of Student Judicial Programs receives information and complaints concerning potential violations of the Code and decides which judicial body, if any, will investigate and consider a matter. Decisions issued by judicial bodies under this Code are recommendations to the Director, to be implemented and enforced under his or her authority.

   a. Student Judicial Programs may assume authority over a matter directly rather than refer it to a judicial body. These matters may include (but are not limited to):
i. matters where personal privacy is of a special concern (including but not limited to sexual misconduct or sex discrimination allegations);

ii. matters that require complicated, sensitive, or extensive investigative activities;

iii. matters that are particularly serious and may, if substantiated, reasonably be foreseen to subject a student to suspension or expulsion from the University or other severe penalty;

iv. matters where the student charged or the complainant or the University Court requests that Student Judicial Programs consider the matter; or

v. other matters as appropriate and at the discretion of the Director.

b. Student Judicial Programs may also assume authority in times when the University Court docket is congested and requires assistance, including where there is a need to timely adjudicate allegations against graduating seniors before graduation can occur.

c. Student Judicial Programs may remove or refer matters already before the College Courts to the University Court.

3. University Court. The University Court is a judicial body of undergraduate students, composed of four officers, one representative from each college, and two new student representatives.

a. Membership: The officers are elected by and from the membership of the court, except for the Chair, who is nominated by the court and elected through campus-wide undergraduate elections. The college representatives are selected by their colleges; the method of selection is determined by each college. The new student representatives are appointed by the officers in the fall. If vacancies occur, the Chair, with the approval of the Director of Student Judicial Programs, may appoint members to fill them.

b. Jurisdiction: The University Court may hear matters referred to it by the Director. The University Court may decline to hear a matter, in which case the matter is returned to the Director. Violations of college rules (College Infractions) are handled by the colleges as specified below. However, the College Courts or Masters may (with the consent of the Director) refer matters to the University Court.

c. Student Ombuds: For each case handled by University Court, the Chair designates an ombuds from the membership of the court. The ombuds monitors the meeting and process in a judicial matter before the University Court. The ombuds’ duties include informing the student charged of what to expect at the meetings and to answer any questions the student may have. However, the ombuds does not act as an advocate at the meeting. The ombuds is responsible for pointing out any procedural errors and
advising the student charged if grounds for appeal arise. Otherwise, the ombuds should be an impartial observer of the University Court.

4. **College Courts.** College Courts are judicial bodies that may be established and operated by the Colleges. The College Chief Justice is head of the College Court and may act for the Court when permitted by the College Court procedures. If established and operational, a College Court has authority over certain infractions occurring on the College grounds or at the College’s functions. These are College Infractions, and a student charged with such infractions shall usually have a meeting before the College Court or other proceedings as determined by the College.

A College Court may choose to refer matters otherwise within its authority to the College Master, the Director, or University Court (with the Director’s consent).

Appeals from actions by the College Courts or other College actions are handled by the Master, with a final appeal to the Director; appeals to the Dean of Undergraduates are not available for these matters.

In instances where the Housing & Dining Department believes that a student has caused damage to a building or other University property, the Department may send a bill for the damage to the student’s college. The College Court may assume responsibility for the matter and file an appropriate charge against a particular student or students to pay such damage. The College Court may also refer handling of the matter to the Director, Master, or to the University Court (with the Director’s consent). When students fail to fulfill college sanctions or damage assessments duly imposed by the College judicial system, the College Chief Justice or Master may ask the Director to enforce the sanction, such as by placing a Judicial Hold on the students’ academic accounts until the sanction is fulfilled.

5. **Masters.** College Masters are appointed by and derive their authority from the President of Rice University, and report to the Dean of Undergraduates. They are responsible for all aspects of student life in the Colleges, including the responsibility to support and advise the College Court. The Masters may appoint designees as necessary.

Masters, when acting as judicial officials, may assume authority over any matter within their College whenever the health (including psychological health) and/or safety of a student is at issue, provided they have consulted with the Associate Dean and any other necessary and appropriate treating professionals regarding issue. It is expected that the Master, Associate Dean, and any other relevant professional staff members will work as a team to communicate and resolve the issue. When a Master assumes authority over such matters, the Master will, at the same time, inform the Associate Dean of the name of the student and the actions taken by the Master (e.g., proscribing a student’s privileges or movement in the College or mandating an assessment). To ensure continuity, the Master may, after his or her initial action, refer the matter to Student Judicial Programs for implementation, follow-up or tracking of the student’s compliance.
Masters may bring matters to the attention of the College Court. Masters may also assume jurisdiction over matters before the College Court, or refer matters before the College Courts to the Director or University Court (with the Director’s consent).

E. IMMEDIATE AND INTERIM ACTIONS BY THE ASSOCIATE DEAN AND STUDENT JUDICIAL PROGRAMS

1. **Immediate Action.** In addition to the other roles and responsibilities described in this Code, the Associate Dean and Student Judicial Programs (through the Director or other professional staff) may, either on a final or interim basis, immediately expel or suspend a student or proscribe the student’s privileges or movement on campus.

   The suspension, expulsion, or proscription may issue on any of the following bases:

   a. to ensure the safety and wellbeing of members of the University community or preservation of University property;
   b. as a response to a Title IX report;
   c. to ensure the student’s own safety or wellbeing;
   d. to maintain the reputation of the University;
   e. if the student poses a threat of disruption or interference to an individual or to normal University operations; or
   f. for other reasons specified in other sections of the Code.

   The student involved may appeal these actions within 10 days to the Dean of Undergraduates (for an undergraduate student) or to the Dean of Graduate and Postdoctoral Studies (for a graduate student), who shall decide the appeal within 7 days of the appeal. During the appeal, the suspension, expulsion, or proscription will remain in effect except as provided by Student Judicial Programs or the Associate Dean.

   The Director may implement a period of disciplinary probation and/or other restrictions as a condition of any readmission after a separation, except as otherwise determined by the appeal process.

2. **Interim Separation or Suspension.** The Associate Dean and Director may interimly separate or suspend a student pending further disciplinary action under the Code. Interim separation or suspension may be used when the behavior of a student meets any of the criteria in section I.E.1 and as part of an interim action in cases alleging Title IX violations. The action is taken pending further action under the Code.

   Interim suspensions may also be put in place when a student has withdrawn from the University before processes under the Code could be initiated or completed; in
these cases, the interim suspension must be resolved before the student can return to Rice from the withdrawal.

Often, acute behavioral situations will manifest in multiple ways and include both conduct and psychological or other non-conduct behavioral aspects. In those situations, the response will be coordinated by the Associate Dean. The non-conduct aspects will the primary initial focus for action. Conduct matters may be resolved after the non-conduct matters; the interim separation may be used in these circumstances to help ensure all aspects of the concerning behavior are addressed.

Interimly separated or suspended students must leave the University, including residential colleges, upon receipt of notice of the action or in the manner described in the notice. Participation in student activities on and off campus and use of Rice facilities, including the student center, the colleges, the playing fields and recreational facilities, and computer labs is not allowed.

An interim separation or suspension may be appealed to the Dean of Undergraduates (for an undergraduate student) or to the Dean of Graduate and Postdoctoral Studies (for a graduate student), who shall decide the appeal within seven days. During the appeal, the interim separation or suspension shall remain in effect except as provided by the Associate Dean or Director in writing.

3. Mandatory Assessments and Evaluations. The Associate Dean of Undergraduates (either directly or through the Director or the professional staff of Student Judicial Programs) may require a student to receive an assessment or evaluation from the Rice Counseling Center, Student Health Center, or other appropriate provider. This may be done in conjunction with the sanctions for a student found in violation of this Code, but should not be viewed as a sanction.

The Associate Dean of Undergraduates may also require an assessment or evaluation of any student when, in his or her judgment, the behavior of the student is cause for concern, regardless of whether the student has been found in violation of the Code. If appropriate, after an assessment or evaluation is completed under this section, the Director, Associate Dean of Undergraduates, Dean of Undergraduates, or Dean of Graduate and Postdoctoral Studies may require that the student participate in necessary further assessment, treatment, education or follow-up, or can take other action if necessary to protect the health, safety, or welfare of any member of the Rice community.

II. CONDUCT

A. STANDARD OF CONDUCT. Students are expected to govern their conduct by standards of considerate and ethical behavior so as not to harm or discredit themselves, the University, or any other individual. Moreover, just as the learning environment does not end at the classroom door, neither is the exercise of individual responsibility, civility, and honor limited to the academic domain.

Rice University reserves the right to take official notice of criminal convictions of, and accusations against, a student, whether the crime is committed on or off campus. This
may then result in appropriate sanctions, including potentially expulsion from the University.

Some matters may involve allegations of violations of both Rice University rules or regulations and civil or criminal law. In these instances, proceedings concerning possible Code violations may progress on campus without regard to off-campus proceedings. Proceedings under this Code may be carried out prior to, simultaneously with, or following civil or criminal proceedings. The University does not presume to advise students accused of criminal law violations. Rice University provides no sanctuary from the consequences of illegal acts.

B. PROSCRIBED CONDUCT. The central standards for adjudication under the Code are the expectations for student behavior and conduct that are set out in this Code, the Student Handbook, and other University polices, regulations and statements. In addition, the following are specific examples of acts and behaviors that fall short of these expectations and are therefore unacceptable within the University community. This list is not all-inclusive.

Additional rules exist in the Student Handbook, the Rice Alcohol Policy, the Rice Honor Code, the General Announcements, Housing Agreements, and the policies and rules published by the University and administrative departments. Those rules and policies may be enforced by the procedures under this Code and the authority of this Code, by the Director, the Associate Dean, the Dean of Undergraduates, and the Dean of Graduate and Postdoctoral Studies.

1. Class I Violations
   a. Mental or Bodily Harm, Reckless Action or Disregard: Intentionally inflicting or attempting to inflict mental or bodily harm on any person, including on the charged student; taking any reckless action, or showing reckless disregard, from which mental or bodily harm could result to any person, including to the charged student. This includes, but is not limited to, actual or attempted behavior that includes
      i. physical abuse of all types, verbal abuse, threats, intimidation, harassment, coercion,
      ii. sexual assault, other forms of sexual misconduct, relationship violence, stalking, and sexual harassment and other forms of gender-based misconduct,
      iii. physically restraining any person (including but not limited to restraint by rope, handcuff, plastic tie, duct tape or other types of restraint),
      iv. driving while intoxicated or under the influence (whether on or off campus),
      v. use or distribution of dangerous substances (whether legal or illegal),
vi. failure to provide aid or report a student or staff member in an emergency situation to RUPD, REMS, or other appropriate officials, and/or

vii. other conduct that threatens or endangers the physical or mental health or safety of any person.

b. Violations of Published University Policies, Rules or Regulations, and Agreements, including but not limited to the Rice Title IX Policy And Procedures Prohibiting Sexual Assault And Other Gender-Based Misconduct Involving Students, Sexual Harassment Policy, the Rice Weapons Policy, Housing and Dining Policies, and other housing agreements with Rice University.

c. Violations of Criminal Law.

d. Property Violations: Attempted or actual theft of property or services and/or damage to property of the University, a member of the University community, or any business or person which is located on University premises, or knowing possession of stolen property.

e. Fire Safety Violations: including but not limited to creating a fire safety hazard in any University building, setting false fire alarms.

f. Possession of Weapons or Other Dangerous Devices: possession of weapons, including all firearms (including legally registered ones), compressed air-guns, pellet guns, BB guns, clubs, illegal knives, other bladed weapons (including those intended for ceremonial or decorative uses), dangerous chemicals, or explosive devices (including fireworks) of any description. None of these items may be possessed in the residential colleges and none may be possessed on campus (other than as permitted in writing by the Chief of Police, as part of official ROTC activities conducted under supervision, and as allowed by Texas law) except as registered and stored at the Rice University Police Department. Students should also be aware of, and act in compliance with, Rice University’s Weapons Policy and Texas state law.

g. Disruption/Obstruction: Obstructing or interfering with teaching, research, administration, disciplinary proceedings, or other University functions or activities. This includes on-campus or off-campus functions and also includes authorized non-University activities occurring on campus.

h. Discrimination: Intentional discrimination against a person on the basis of race, color, religion, national origin, sex, age, disability, veteran status, sexual orientation or gender identity, except where such distinction is required by law.

i. Unauthorized Entry or Trespass: Unauthorized entry (whether forcible or otherwise) to any building, structure, construction site or facility, including an individual’s room and/or unauthorized entry to or use of University grounds.

Effective January 12, 2015
j. Manufacture, Distribution, Sale, Offer for Sale, Possession, or other Unauthorized Use of Controlled Substances. This includes marijuana, other illegal drugs, and unauthorized possession, distribution, sale, offer for sale, or use of prescription drugs.

k. Unauthorized Use of Parking Permits, University ID Cards, or Meal Cards.

l. Misuse of University Property or Equipment, including misuse of University Purchasing Cards.

m. Misuse or Abuse of Computational Facilities, including:
   
i. unauthorized entry into a file to use, read, or change the contents, or for any other purpose;
   
ii. unauthorized transfer of a file;
   
iii. unauthorized use of another individual’s identification and/or password;
   
iv. use of computational facilities to interfere with the work of another;
   
v. use of computational facilities to send obscene, abusive, harassing or threatening messages or to engage in stalking behavior or to repeatedly send unwanted email to individuals;
   
vi. use of computational facilities, including the Rice network facilities, to download or possess child pornography;
   
vii. use of computational facilities to interfere with the normal operation of the University’s computing systems;
   
viii. use of computational facilities for file sharing or downloading in violation of copyright laws; or
   
ix. violation of policies of University computational facilities or networks.

n. Falsification of Records; Giving False Information; Use or Possession of False Identification Documentation:
   
i. Altering, tampering, forging, or knowingly using falsified documents or records (including Rice parking permits and identification cards as well as false or fictitious state-issued identification);
   
ii. being party to falsification;
   
iii. giving or providing false statements, written or oral, and/or providing false information during any University proceeding or to any University administrator or official (including to Student Judicial Programs);
iv. using false identification or identification that is not one’s own to deceive University officials, including University police;

v. possession of false identification documentation.

o. Violations of the Rice University Alcohol Policy, including without limitation:

i. intentionally circumventing the spirit and/or purpose of the Alcohol Policy;

ii. violations by an organization, group or an individual hosting an event;

iii. use or possession of a false driver’s license or other type of identification (including wrist bands) in order to procure or consume alcohol;

iv. providing false or misleading information on the event registration form, or failing to include important event information on the event registration form.

p. Alcohol Violations, including without limitation: public intoxication, minor in possession, driving while intoxicated, minor driving under the influence, and other alcohol related violations.

q. Unauthorized Access to University Records: regardless of where such records are located.

r. Unauthorized Access: Unauthorized possession, duplication, or use of keys or access devices to any University premises, facilities or equipment, or unauthorized entry to or use of any University premises or property.

s. Unauthorized Use of the Rice University Name or Logo.

t. Failure to Comply or Identify: Failure to comply with a direction of University officials or law enforcement officers acting in the performance of their University duties and/or failure to identify oneself to these persons when requested to do so.

u. Hazing and/or Abusive Affiliation: Any act, whether on or off campus, which endangers the mental or physical health or safety of a student, or which encourages or leads to conduct that otherwise violates the Code or Rice policies, or which a reasonable person would perceive is purposefully demeaning or humiliating to the students who are the object of the conduct, or which destroys or removes public or private property, for the purpose of membership in, affiliation with, and/or association with a group, including pressuring students to engage in hazing conduct. Consent of the participants or objects of the hazing conduct is not a defense to a charge of hazing. The individual student(s) conducting the hazing, the group(s) associated with the hazing, the group’s leadership, or others with knowledge of the planning of hazing activity and who do not notify Student Judicial Programs may all face sanctions under the Code. Students
should also be aware that Texas state law also criminalizes hazing, as defined in the Texas Education Code § 37.151-37.152.

v. Disorderly Conduct: Disorderly, lewd, or indecent conduct; breach of peace.

w. Creating, Storing, or Sharing/Distributing Unauthorized Surveillance, Photography, or Recordings:
   i. Making unauthorized audio, video, or photographic images of a person in a location in which that person has a reasonable expectation of privacy, including (but not limited to) shower/locker rooms, residence hall rooms, and restrooms;
   ii. Making audio, video, or photographic images of a person in a manner that is meant to cause harm or embarrassment to the subject;
   iii. Unauthorized recording of administrative, faculty, or judicial meetings;
   iv. Storing, sharing, and/or other distribution of any such audio, video or images by any means.

x. Abuse of the University Judicial System: including but not limited to:
   i. failure to appear before a judicial body or University official when requested;
   ii. falsifying, distorting, withholding, or misrepresenting information before a judicial body or University official;
   iii. disruption of or interference with the orderly conduct or with the progress of a judicial proceeding;
   iv. knowingly instituting a judicial proceeding without cause;
   v. attempting to discourage an individual’s proper participation in or use of the judicial system or retaliating against an individual for participating in or using the judicial system;
   vi. attempting to influence the impartiality of a witness, student participant, University official, or member of a judicial body in connection with a judicial proceeding;
   vii. harassment and/or intimidation (verbal or physical or electronic) of a University Official or member of the judicial body or witness before, during, or after a judicial proceeding;
   viii. influencing or attempting to influence another person to abuse the judicial system.

y. Commercial Use of Class Materials: Sale of class notes or other course-generated material for commercial collection or commercial purpose.

z. Failure to Fulfill Sanctions Imposed in an Earlier Proceeding.
aa. Repeated College Infractions or Failure to Fulfill College Infraction sanctions.

bb. Aiding and Abetting in Any of the Above Violations.

2. **College Infractions.** A College Infraction involves inappropriate behavior within the Colleges and on their grounds, which, though inappropriate, does not rise to a Class I disciplinary violation because it is relatively minor and primarily involves violation of College rules.

College Infractions by themselves are not considered disciplinary violations on students’ disciplinary records. Charging a student with a College Infraction does not necessarily mean the student will not be charged with a Class I violation. Behavior that amounts to a College Infraction and a Class I violation may be addressed through both systems. Nothing about going through the College Infraction system prohibits Student Judicial Programs from addressing the behavior if it is later revealed that the matter should have been treated as a Class I violation; in that case, the matter will be handled using Class I procedures. Some examples of College Infractions include:

a. Unauthorized Use of Property or Services Within the Colleges and Their Grounds.

b. Disorderly Conduct: Disorderly, lewd, or indecent conduct; breach of peace on college grounds or at college functions.

c. Failure to Comply or Identify within College Boundaries or at a College Function.

d. Public Intoxication within College Boundaries or at a College Function.

e. Violating College Rules: College rules are available from the College governments.

f. Unauthorized Possession or Consumption of Alcoholic Beverages on College Grounds or at College Functions.

g. Abuse of College Judicial System.

h. Destruction of College Property.

i. Aiding and Abetting in Any College Infraction.

III. **TITLE IX POLICY AND PROCEDURES PROHIBITING SEXUAL ASSAULT AND OTHER GENDER-BASED MISCONDUCT INVOLVING STUDENTS.** Rice University is committed to providing an environment that is free from gender-based discrimination. Title IX of the Higher Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities. Consistent with Title IX, the University does not tolerate sex discrimination, including sexual misconduct and relationship violence. “Sexual misconduct” is the umbrella term federal regulators use to categorize behavior that includes sexual assault, unwanted sexual contact, and sexual harassment. While all these behaviors are abhorrent and
damaging, Rice views sexual assault as particularly so and will sanction that behavior most severely. “Relationship violence” is the term federal regulators use to categorize behavior that includes intimate partner violence, stalking and similar behavior. All sex discrimination, including sexual misconduct and relationship violence, is harmful, violates the rights and dignity of those affected, and violates Rice standards, federal law, and possibly State of Texas criminal law.

In a manner respecting the dignity and intrinsic human worth of the individual, the University will address all occurrences of sex discrimination that are reported to Rice. Rice encourages students to seek all remedies to these behaviors that they choose, in each venue or process that they choose. Rice will investigate occurrences reported to it, stop and appropriately sanction anyone who has engaged or is engaging in prohibited behaviors, and prevent these behaviors from reoccurring. Rice is committed to recognizing the trauma these behaviors can induce, and addressing the needs of survivors of sexual misconduct and other forms of sexual discrimination. To read the full text of the Title IX Policy and Procedures Prohibiting Sexual Assault and Other Gender-based Misconduct Involving Students, please follow this link.

IV. SANCTIONS

A. PHILOSOPHY OF SANCTIONS: CORRECTIVE AND EDUCATIONAL. Sanctions are intended to be not only punitive, but also corrective or educational, while protecting the safety of the community and its members. Students found to have violated the Code should be challenged to evaluate their behavior and reflect on their actions and its effect on the community.

In matters handled by a judicial body where a student is found to have violated the Code, that judicial body will recommend sanctions to the Director. Subject to the procedures for appealing a Master’s decision to rusticate (V.F.5.), the Director may impose a different sanction than that recommended by the judicial body. In determining an appropriate sanction, the Director may consider sanctions that the student has received for prior academic or disciplinary violations. Any judicial body may recommend appropriate sanctions, including expulsions. The Master (in the case of College Infractions or rustication imposed by the Master) or Director (in all other cases) implements the sanctions.

When a student receives a sanction listed in B.1-6 below, a notation of the sanction will appear on the disciplinary record; expulsions and unauthorized withdrawals (see Section V.G.), will be reflected on the official Rice transcript.

The circumstances giving rise to a judicial complaint under this Code may also result in a Master’s rustication in addition to any disciplinary sanctions that may be imposed under this Code. A Master’s decision to rusticate is separate from the decision to bring charges under the Code.

B. TYPES OF AVAILABLE SANCTIONS. The following are specific examples of available sanctions; this list is not all-inclusive and the sanctions may be imposed in any combination.
1. **Expulsion.** Permanent Separation from the University. Under this Code, this penalty can be imposed only by the Director, the Associate Dean of Undergraduates, the Dean of Undergraduates, or the Dean of Graduate and Postdoctoral Studies.

2. **Disciplinary Suspension.** Suspension may be for a specified time or until specified conditions are met.

Suspended students must leave the University within the timeframe specified by the Director. While suspended, students cannot attend classes, live on campus, or access any private areas of the residential colleges. Participation in student activities on and off campus and use of Rice facilities, including the student center, the colleges, the playing fields and recreational facilities, and computer labs, is limited to enrolled students.

Readmission following disciplinary suspension requires approval of the Director. Readmission after the term of the suspension is not automatic and may be denied, for example, when the specific terms of the suspension have not been fulfilled. Readmission from suspension may be accompanied by additional requirements to ensure the safety, success and wellbeing of the student.

3. **Rustication and Removal of Privileges.** The student may, among other restrictions, be prohibited from attending particular functions or entering a particular campus area, facility, residence, or college. Outlined below are several levels of removal of privilege, though each level of sanction may be tailored to fit the circumstances.

   a. Social Rustication. Social Rustication is effectively a removal from social activities at Rice, without restricting the student’s opportunity to live and eat in the colleges.

      i. Under Social Rustication a student:

         • May not attend public events or private gatherings at which alcohol will be served or consumed, as described in the Alcohol Policy;
         • May not attend University-wide social events, on or off campus, including Rice Program Council Events such as Rondelet, Beer Bike, Willy Week events, “Block Parties”, Pub nights and College Nights;
         • May not host private gatherings; and
         • Must leave and stay away from the room/suite if room/suitemates host a private gathering.

      ii. Activities not restricted or affected by Social Rustication include:

         • Class attendance;
         • Living in the college;
         • Eating in the serveries;
• Use of the library, student center, recreation center, intramural fields;
• Attendance at University-wide athletic events; and
• Attendance at job fairs, guest lectures, club events.

b. College Rustication. College Rustication is a removal from the college and college life.

i. Under College Rustication a student is under all the prohibitions and restrictions of social rustication, plus:

• May not live in the colleges;
• May not eat in or access the serveries for any reason;
• May not participate in intramural sports; and
• May not be in or around any of the colleges.

ii. Activities not restricted or affected by College Rustication include:

• Use of the library, student center, recreation center;
• Attendance at University-wide athletic events; and
• Attendance at job fairs, guest lectures, club events.

c. Campus Rustication. Campus Rustication is a removal from the University, except for academic access.

i. Under Campus Rustication a student is allowed access to campus only for academic reasons, and is under all the prohibitions listed in a. and b. above, plus:

• May not access the student center or the recreation center; and
• May not attend University-wide athletic or other events.

ii. Activities not restricted or affected by Campus Rustication include:

• Class attendance;
• Use of library for class-required academic purposes;
• Attendance of instructor office hours; and
• Academic-related club events.

d. Effect on Masters’ ability to rusticate. This description of these available University-level sanctions does not affect the Masters’ ability to impose either Social or College rustication on members of their colleges, or a ban on members of other colleges, as described in IV.E. of this Code.

4. Disciplinary Probation. A written notice from the Director that further violations may result in suspension or other serious sanction and that the student may not host private gatherings (per section (D)(2)(a) of the Rice Alcohol Policy), may not host or serve alcohol at public functions or parties (per section (D)(1) of the Rice Alcohol Policy), or be a candidate for or hold elective or appointed office
in any University organization during the term of the probation. The term of the probation may be a specified period of time or remain indefinite. For students on disciplinary probation for a semester-specific amount of time, the probation remains in effect until the beginning of the first semester subsequent to the probation semester(s). Students on disciplinary probation may be required to meet regularly with appropriate University officials.

5. **Written Reprimand.**

6. **Fines or Equivalent Work Penalty.** Fines imposed by the College Courts will be paid to the College; all other fines will be collected by the Office of Student Judicial Programs and are payable to the University. The nature and terms of an equivalent work penalty, when used, will be specified by the Director.

7. **Restitution.** Restitution in money, or in kind, to the University, College, or individual for a loss caused by the student or organization found in violation.

8. **Required Community Service or Work Assignment.** The student (or organization) is required to engage in service to the community, an agency, an institution, or the University, or to participate in special educational programs or projects. At the discretion of the Director a corresponding work assignment may be substituted for or added to a monetary fine.

9. **Mandatory Educational Session/Counseling.** The student will be required to complete an educational program or counseling program.

10. **Mandatory Written Apology.** The student or group will be required to write an appropriate letter of apology, which must be approved by the Chair of the Court, Master, or Director (as determined by the judicial official or body considering the matter).

11. **Discretionary Sanctions.** Additional educational activities, work assignments, such as community service, and any other related discretionary sanctions.

**C. SANCTIONS FOR COLLEGE INFRACTIONS.** A student found to have committed a College Infraction may be subject to a monetary fine, restitution, and loss or suspension of privileges within the Colleges (other than rustication) for a specified time. Fines for College Infractions will be paid to the College.

**D. RESULT OF FAILURE TO FULFILL IMPOSED SANCTIONS.** A student’s failure to fulfill sanctions imposed may result in further proceedings and additional sanctions, including suspension or expulsion from the University. This is in addition to the imposition of any judicial holds and in addition to the original sanctions.

**E. MASTER’S RUSTICATION.** In addition to all other judicial powers and authority assigned to them in other sections of this Code, Masters shall have the authority to summarily rusticate a student, socially or from the College, who is a member of that

*Effective January 12, 2015*
Master’s College. Rustication by a College Master shall extend to all Colleges unless alternative arrangements are approved by the Committee of Masters and by the Associate Dean. Masters shall also have the authority to summarily ban a student who is a member of another College from the grounds and activities of the Master’s College. Such a ban will be treated procedurally in the same manner as rustication for purposes of this Code.

Master’s Rustication is a social sanction apart from other sanctions described in this Code and derives from the Master’s role in making decisions for the welfare of the College and its students. It involves revocation of some or all of the privileges of living within the college system. Masters may rusticate a member of the Master’s College from all Colleges, grounds and functions. The Masters shall notify the Director, the Associate Dean of Undergraduates, the Dean of Undergraduates and the other Masters when a student is rusticated. Under his or her authority, the Director may also add prohibitions or proscriptions, including those that affect a student’s participation in academic and non-academic Rice activities.

Rustication as a summary social sanction is imposed only by the Master but may be recommended to the Master by other University officials, including the Director. A Master’s rustication does not prohibit investigation, charges, or sanctions by Student Judicial Programs even if the investigation arises from the same behavior that gave rise to the Master’s Rustication. In such a circumstance, the judicial official or body considering the charges may, but need not, take into consideration that rustication has occurred in determining any appropriate sanctions if the student is found in violation. The terms of the Master’s Rustication cannot be lessened by that judicial official or body. Appeals from a Master’s decision to rusticate a student may be made directly to the Dean of Undergraduates.

F. JUDICIAL HOLDS. Student Judicial Programs may place a Judicial Hold on a student with the Office of the Registrar for not completing required sanctions, for nonpayment of college fines or other assessments after college judicial action, for not completing the Honor Council orientation required of incoming students, for not affirming the intent to follow the Honor Code, Code of Conduct, and Alcohol Policy, for not cooperating with the judicial process under this Code, for having pending Honor Council or Code of Student Conduct allegations, and for other causes as necessary.

In general, students with Judicial Holds may not register for classes, receive copies of their transcripts or grades, have their transcript released to other parties, or, in some instances, graduate. The Judicial Hold is an administrative action authorized by the Director and is not a disciplinary sanction under the Code.

G. MEDICAL AMNESTY. Any student may bring an intoxicated or drug-impaired person to Rice University Health Services or seek assistance from the Rice Emergency Medical Services or the Rice University Police Department. Neither the student who is impaired nor the student assisting the impaired student will face disciplinary action under this Code for the possession, use, or provision of alcohol (see exception below) or the possession or use of other drugs, so long as the student(s) receiving the amnesty
completes a mandatory follow-up with their Residential College Master or the Master’s
designee or the Dean of Undergraduates or the office’s designee. The designee in either
case may be the Rice University Counseling Center or the Student Wellbeing Office.

The amnesty does not apply to other prohibited conduct, including but not limited to,
providing hard alcohol to persons under 21, assault, violence, property damage, or the
distribution of dangerous substances, whether legal or illegal.

Failure by a student, organization, or college to call REMS or RUPD when faced with an
alcohol- or other drug-related emergency is a serious violation and may be sanctioned
with rustication, suspension, or expulsion.

To receive amnesty, a student must initiate a request for assistance before being
confronted by Rice for possible alcohol or drug violations. Students may receive amnesty
on more than one occasion. Because cooperation is crucial during emergency responses,
any interference with REMS, RUPD, or others trying to provide care to an injured person
is unacceptable and will be severely sanctioned. An intoxicated or drug-impaired student
who is belligerent toward emergency responders will not receive amnesty.

V. PROCEDURES

A. CHARGES, JUDICIAL BODY MEETINGS, AND CONSIDERATION BY
JUDICIAL OFFICIALS. The procedures used in a University Court or College Court
meeting or before a Rice judicial official are not those used in court cases and are not
intended to create contractual rights, including any rights to due process as that phrase is
used in courts of law. Formal rules of evidence and jurisprudence do not apply. The
procedures under this Code are not adversarial processes but rather procedures for
determining the facts regarding a charge and arriving at a fair and informed resolution of
a charge. Decisions by judicial officials and judicial bodies in matters under this Code are
based on whether a preponderance of the evidence supports the finding; i.e., judicial
officials and judicial bodies shall consider whether the information shows the student is
more likely than not to have committed the charged violation.

All parties have a duty to bring all pertinent information concerning the matter to the
attention of the judicial official or judicial body so that an informed and fair decision can
be made. Students are expected to be honest, respond to questions, and be forthcoming
with relevant information. Students who withhold information or who are not truthful to
the judicial official or judicial body may be charged with Abuse of the University Judicial
System under this Code.

The Director or the Master (in the case of College Infractions) may assume authority over
a matter when either the student charged or the complainant so requests or at the
Director’s or Master’s discretion. Examples of situations that may lead to the Director
assuming authority at his or her discretion are listed in section I.D.2., above.

1. Several channels to communicate a complaint. To encourage persons who
wish to file a complaint, the University provides several channels of
communication.
2. **Notifying the University of a complaint.** Complaints about a student’s behavior should be prepared in writing and provided to the Director to begin the judicial process. The complaint should contain a detailed description of the behavior at issue. A complainant (whether University authorities, a student, or a group) should submit a complaint as soon as practical after the event occurs.

3. **Meetings with judicial officials.** Students may be asked to meet with judicial officials a number of times, both before charges are decided on and after any charges, as part of an investigation and part of the adjudication process. Students are expected to be not only honest, but also forthcoming and responsive to questions. Students are further expected to be respectful and civil. Student Judicial Programs may record the meetings; in such cases, the judicial official will tell the student the meeting is being recorded.

4. **Charges.** As soon as practical, the Director, University Court, or College Court (whichever has authority over the matter) shall conduct an investigation sufficient to determine if there is enough information suggesting a violation to proceed. If there is sufficient reason to proceed, the student charged shall be notified. If the matter is before the Director, the student shall be notified of the charge(s) and the student will have an opportunity to respond to the charge(s) verbally and/or in writing.

5. **Initial meeting before the University Court.** The University Court shall hold an initial meeting in all matters before the Court in order to notify the student of the charge(s) and, where applicable, the recommended sanctions and to provide the student with an overview of his or her options for accepting responsibility or contesting the charge(s) and/or sanction(s). If the student does not accept responsibility for the behavior charged and/or the recommended sanction, the University Court will more fully investigate and adjudicate the matter or, where appropriate, return it to the Director. The University Court may adopt its own procedures for initial meetings provided they are not inconsistent with the principles of this Code.

6. **Preliminary meeting before a College Court.** For matters before a College Court, if the student requests it or the College Court considers it useful, the College Court may hold a preliminary meeting. At that meeting, the student charged may accept responsibility for the charged behavior and accept the College Court’s recommended sanctions. If the student does not accept responsibility for the behavior charged and/or the recommended sanction, the matter will be more fully investigated, and adjudicated, by the College Court or, where appropriate, referred to another judicial official or judicial body.

7. **Which body will adjudicate the matter.** Unless the matter is being heard by University Court or College Court at the request of the student, at any time before the University Court or College Court holds a meeting on the merits of a charge, either the student charged or the complainant may request that the Director assume authority over the matter. When such a request is made, the Director may assume authority over the matter.
8. University Court proceedings. Judicial proceedings before University Court shall be conducted according to its Constitution, Bylaws, and Investigation, Hearing, and Appeal Procedures, provided they are consistent with the principles of this Code. University Court will consult with SJP and have the Constitution, Bylaws, and Investigation, Hearing, and Appeal Procedures approved by SJP by October 15 of each academic year.

9. Procedures for sexual misconduct or stalking and relationship violence. Notwithstanding other procedures in this Code, in cases involving sexual misconduct (sexual assault, unwanted sexual contact, sexual harassment) or stalking or relationship violence, Student Judicial Programs will conduct an investigation and may charge an alleged perpetrator under this Code, regardless of the complainant’s decision to initiate internal disciplinary action. The Rice Title IX Policy and Procedures Prohibiting Sexual Assault and Other Gender-Based Misconduct Involving Students explains in greater detail when this might occur. Such disciplinary action serves to protect the individual complainant and the broader Rice community.

Student Judicial Programs will make every effort to complete an investigation as promptly as possible (within 60 calendar days), but that investigation timeline will vary from case to case depending on the complexity of the particular factual situation. Student Judicial Programs will notify the reporting and responding student, as well as a Title IX official, if it appears the investigation will require more than 60 days. If an investigation is ongoing during school breaks or between school years, Rice will endeavor to continue the investigation during the break unless doing so would compromise the process.

B. THE STUDENT IN UNIVERSITY COURT OR COLLEGE COURT PROCEEDINGS. A student charged and called before University Court or a College Court may:

1. receive a statement specifying the nature of the alleged violation within a reasonable time before a meeting;

2. receive a postponement of the meeting if the request for postponement is reasonable;

3. ask that the University Court or College Court summon witnesses or require presentation of relevant documents or other information, offer information, and argue in support of her or his position;

4. have a student ombuds present as a procedural guide and an impartial observer of the proceedings;

5. have a support person (who must be a member of the University community or the student’s immediate family) present for moral support. Other than to consult with the student charged, the support person may not participate in the proceedings;
6. not have legal representation present in any meeting, though students may consult an attorney outside of the meeting setting;

7. challenge the fairness or objectivity of a voting member of the court, if done before a meeting begins or any factual information is considered. A challenged member may disqualify herself or himself and will be replaced by another member. Otherwise, the Director will determine whether the challenge is valid, and, if so, the challenged member will be replaced by another member;

8. know the outcome of any disciplinary meeting and her or his right to appeal; and

9. appeal the outcome.

C. CONFIDENTIALITY. All participants involved in a matter under this Code are expected to keep the matter confidential in order to maintain the integrity of the proceedings. Authorized members of the University administration and/or faculty with a need to know may have access to information regarding disciplinary proceedings and results. The University may also be required to release such information in response to duly issued subpoenas in criminal, civil or administrative proceedings.

D. RECORDS. All records pertaining to matters involving Class I violations shall be kept in the office of Student Judicial Programs for a period of ten years after final resolution of the violation. Sanctions described in IV.B. will be recorded on an internal disciplinary record, which remains confidential and accessible by members of the Rice administration and faculty, such as Student Judicial Programs and the appropriate Masters, only on a need-to-know basis. All notations of sanctions shall remain for a period of ten years on the internal disciplinary record after the final resolution of the violation.

The official Rice University transcript shall indicate any expulsion or unauthorized withdrawal (as defined below).

Disciplinary records supporting violations that are noted on the official Rice University transcript shall be maintained for a maximum of ten years after final resolution of the violation. These records may also be discarded sooner than ten years if the notation is expunged as a result of a student petition. A student petition for expunction must normally be made while the student is actively enrolled at Rice. Such a petition is decided by the professional staff of Student Judicial Programs and can be appealed to the Dean of Undergraduates within 10 business days of the decision by Student Judicial Programs. Expunction of a disciplinary violation noted on the transcript or an unauthorized withdrawal can be granted at the discretion of either the Dean of Undergraduates or the Dean of Graduate and Postdoctoral Studies but shall be done only under extraordinary circumstances.
E. MEDIATION. Appropriate matters may be referred by Student Judicial Programs or a judicial body (as appropriate) for mediation. Students involved in incidents referred to mediation must attend a mediation session and make a good faith effort to resolve the dispute. If the matter is successfully mediated, such a result is final, and there shall be no subsequent proceedings. If the matter is not resolved by mediation, the judicial official or body may continue with disciplinary proceedings on the matter.

F. APPEALS. Decisions can be appealed by the student charged and, in some cases, by the reporting student.

1. **Bases for appeals.** If an appeal is not based on one of these reasons, the appellate official may dismiss the appeal, at the official’s discretion:
   a. to determine whether the decision by the University Court, College Court, or Student Judicial Programs was reached fairly in the light of the charges and information available;
   b. to consider new information that might have altered the result but was unknown to the University Court, College Court, or Student Judicial Programs, and could not have been reasonably discovered at the time of the adjudication;
   c. if the information submitted to the University Court, College Court or Student Judicial Programs did not support the decision; or
   d. if the sanctions imposed were inappropriate.

2. **Procedures for appeal.** Except as otherwise noted, a student eligible to appeal and who wishes to appeal must do so, in writing, within 10 business days of the date of the written notification of the decision. The student appealing shall explain the basis of the appeal in writing. The judicial official or body may respond in writing. Normally there are no oral presentations during the appeals process; the appellate decision is made based on the written presentations and the record of the proceedings. An oral presentation may be made if the person deciding the appeal believes an oral presentation would be helpful. The path of appeals varies based on the decision-maker.

3. **Appealing a University Court decision.** All appeals from a decision by the University Court are made to the Director of Student Judicial Programs. A second appeal, to the Dean of Undergraduates, is available when the sanction involved is suspension or expulsion. Otherwise, the Dean normally does not hear appeals already decided by the Director, though may hear such an appeal at his or her discretion. The timelines (notwithstanding V.F.2) and additional procedures for appealing a University Court decision shall be specified in the University Court’s procedures.

4. **Appealing a College Court decision.** All appeals from the College Courts are handled by the Master. A second appeal to the Director of Student Judicial Programs is allowed.
5. **Appealing a Master’s decision.** All appeals from a decision of the Master are handled by the Director of Student Judicial Programs, except decisions by a Master to rusticate. A Master’s decision to rusticate a student may be appealed only to the Dean of Undergraduates. There is no further appeal.

6. **Appealing a Student Judicial Programs decision.** Matters decided by Student Judicial Programs may be appealed to the Dean of Undergraduates (for matters concerning an undergraduate) or to the Dean of Graduate and Postdoctoral Studies (for matters concerning a graduate student). There is no further appeal.

7. **Judicial Affairs Committee recommendations.** When Student Judicial Programs takes action based on the recommendations or findings of a Judicial Affairs Committee, the student(s) may appeal to the Dean of Undergraduates or the Dean of Graduate and Postdoctoral Studies, as appropriate. There is no further appeal.

8. **Result of appeal.** If an appeal is found meritorious, the Master, Director, Dean of Undergraduates, or Dean of Graduate and Postdoctoral Studies (as the case may be) may decrease or increase the sanction, or refer the matter back to the judicial official or body that originally adjudicated the matter with instructions for reconsidering the original determination or sanction, as appropriate.

9. **Decisions are final pending appeal.** Decisions made by a judicial official or body are considered final, pending the appeal process. Sanctions other than rustication by a College Master may be set aside by Student Judicial Programs, on petitions from the sanctioned student and at its discretion, until the appeal process is resolved. Only the Dean of Undergraduates may set aside a Master’s rustication during the appeal process.

G. **WITHDRAWAL.** A student charged under the Code, or where a charge is imminent, who leaves the University without permission to withdraw will be considered to have resigned and is no longer considered a student. Withdrawal without permission will be noted on the face of the official Rice transcript as a resignation. Students who withdraw with or without permission while charged or where a charge is imminent may be placed on interim separation until the charge is cleared. Students who are readmitted may petition to have such notation expunged from their record under the procedure in Records.

A student who withdraws with permission from Rice rather than face judicial proceedings will be deemed to have resigned from Rice and is no longer considered a student.

Students who resign under any of these circumstances are generally not considered for readmission except under extraordinary circumstances and with permission from the Associate Dean.

V. **INTERPRETATION.** Any question of interpretation regarding this Code shall be referred to the Associate Dean or his or her designee for final determination.
VI. AGREEMENT. By virtue of their status at Rice University, students agree to be bound by the Code of Student Conduct and any amendments that may be enacted from time to time, as well as by other Rice policies including the Rice Alcohol Policy and the Rice Honor Code. This obligation is emphasized each time students register for classes but the agreement to be bound exists even when an electronic affirmation is not executed. This Code applies to all matters where the behavior occurs on or after January 12, 2015.