

ETHICAL CONDUCT POLICY

BACKGROUND

Bethany's Mission: As an innovative learning community grounded in an Anabaptist and Radical Pietist witness, Bethany Theological Seminary empowers every student to lead through spiritual engagement, faith-filled thought and transformative practice so that the world flourishes.

Bethany's Strategic Vision: The Strategic Vision speaks to Bethany's educational philosophy and commitment to education:

Anchored in its commitment to academic freedom, Bethany enunciates a strong prophetic witness rooted in a deep theological understanding of scripture and the Anabaptist traditions of disciple-making, peacebuilding, conflict transformation, and advocacy for justice. Bethany claims a position as a leading center for the study and practice of emerging areas of religious interest across faith traditions. Bethany exemplifies the best of high-impact learning practices, engaging students in an ongoing dialogue of theory and practice to develop servant leaders with both deep theological understanding and the sensitivity and skill to forge genuine change in church and community. Engaging people of diverse religious, national, geographic and social backgrounds, on the campus and beyond, the Bethany community nourishes respect for differences and sustains spiritual empowerment for students and alumni. (Strategic Vision, March 25, 2017).

ETHICAL STANDARDS

As part of its stated mission, Bethany Seminary is committed to ethical standards for students. Seminary students are expected to conduct themselves with integrity consistent with the institution's ethical standards.

The Seminary reserves the right to take disciplinary actions against a student for violations of these standards. These actions may include exclusion or dismissal from the Bethany Neighborhood (once a student is excluded or dismissed from the

Neighborhood, they cannot reapply or be reinstated to the Neighborhood or its programs), suspension or expulsion from the Seminary, withholding of a degree or certificate, or other action the Seminary deems appropriate (including the revocation of denominational tuition funding or scholarships), or legal or civil action.

Seminary students are subject to the policies contained in the student handbook. Of particular importance are those pertaining to ethical conduct, including Lifestyle, Drug Abuse Prevention, Financial Policies, Title IX, Sexual Misconduct, Ministry Formation Conduct Policy, Access to Computers and Networks, and as applicable, the policies contained in the Bethany BOLD manual. Students who wish to challenge disciplinary actions due to ethical concerns may do so during the process outlined below.

In addition to the Ethical Conduct Policies, students are expected to adhere to the Academic Policies contained in the student handbook and catalog. Disciplinary action due to academic violations is covered by those relevant policies. This includes for example, Plagiarism, Cheating, Attendance, and Failure to complete the requirements for removal from Academic Probation. Students who wish to challenge disciplinary actions due to academic concerns have recourse to the Complaint Policy (Academic Coursework) in the student handbook.

DISCIPLINARY PROCESS

As the Student Services department becomes aware of any possible violation to the Ethical Conduct Policy, the below steps will be followed:

- Possible violations will be documented in detail in writing by the Director of Student Development or the Executive Director of Student Services.
- A conversation will be scheduled with the student in question to investigate and clarify the situation and circumstances. This conversation may include the following individuals: the student, the Director of Student Development, the Executive Director of Student Services, the Academic Dean, and any other relevant persons pertaining to the situation.
- The student will be presented in writing the details pertaining to the possible violation(s).
- The student will have an opportunity to clarify or dispute the possible violations with written clarifications or explanations.

- Once the details have been established, the student and a Seminary representative present during the conversation will sign the document in agreement with its contents.
- This final signed document will be given to the student with a copy held in the student's admissions file.

ETHICAL CONDUCT DISCIPLINARY ACTION

Student Services is responsible to ensure that the Ethical Conduct Policy is followed and that appropriate disciplinary actions for relevant violations are administered. Actions may include, but are not limited to:

- Exclusion or dismissal from the Bethany Neighborhood (once a student is dismissed from the neighborhood, they cannot reapply or be reinstated to the neighborhood or its programs).
- Suspension or expulsion from the Seminary
- Withholding of a degree or certificate
- Legal or civil action.
- Other actions deemed appropriate by seminary staff to address the violation

REVIEW

A student may seek a review of the decision of the Student Services Department through the office of the President of the Seminary by written appeal. It will be the President's decision to support or overturn the decision of the department. There are no further appeals beyond this decision.

(Policy approved by Leadership Team, March 1, 2023)