

GENERAL POLICIES

Students who enroll in the School of Dentistry agree to adhere to the school's policies and procedures and to conform their conduct to the standards of the school and of the law. Students who fail to do so are subject to all sanctions or other appropriate action by the school, up to and including interim or indefinite suspension, interim or indefinite involuntary leave of absence, or final dismissal.

In cases where the school determines in its judgment that a student's continued enrollment at the School of Dentistry would not be prudent, for reasons including but not limited to the student's violation of standards of conduct, inadequate academic performance, and/or a judgment that the student has failed to demonstrate attributes of character which the school believes are necessary to qualify students to practice dentistry, the school may terminate the student's enrollment and/or refuse to award a degree.

Equal Educational Opportunity

The school is an equal opportunity institution of higher learning and is firmly committed to nondiscrimination in its delivery of educational services and employment practices. In compliance with all applicable federal and state laws, such decisions will be made irrespective of the individual's race, color, religion, religious creed, ancestry, national origin, age (except for minors), sex, marital status, citizenship status, military service status, sexual orientation, medical condition (cancer-related or genetic condition), disability and/or any other status protected by law. When necessary, the School will reasonably accommodate an individual (including students) with disabilities if the educational program of the school is not compromised and the individual can safely perform all essential functions without undue hardship to the school and without altering fundamental aspects of its educational program.

See also:

For all other school policies, please refer to the Policies and Procedures page (<http://dental.pacific.edu/departments-and-groups/human-resources/employee-resources/policies-and-procedures>).

Disclaimer

All claims against the school or university for loss or damage arising from acts, omissions, or contingencies beyond the control of the university and its employees are hereby expressly waived. The waiver includes loss by fire, theft, or natural catastrophe of any materials belonging to a member of the student body, whether such loss occurs on or off the school premises. Students agree to these conditions when they register.

Policy on Accommodations for Students with Disabilities

The school grants otherwise qualified students, residents, and applicants all the rights, privileges, programs, and activities generally accorded or made available to students at the school and does not discriminate on the grounds listed in the Policy Prohibiting Unlawful Discrimination in the administration of its educational programs, admissions, scholarships and loans, or other school activities.

The school will reasonably accommodate individuals with disabilities when the individual so presents a request in accordance with this policy and the individual is qualified to safely and effectively perform all essential functions of the position unless there is undue hardship in doing so. Reasonable accommodations do not include a modification of the fundamental requirements and elements of the program (e.g.

behavior and conduct standards, attendance and grading policies, academic and patient-care standards, etc.)

If the individual student, resident, or applicant is otherwise qualified, in response to a request for accommodation the school will offer to make an accommodation if the accommodation is reasonable, effective, does not alter a fundamental aspect of the program, will not otherwise impose an undue hardship on the school, and/or there are no equivalent alternatives. If appropriate, the school may choose to consult with such individuals, internal or external to the school, to provide further assistance needed to evaluate the request for accommodation.

For purposes of reasonable accommodation, a student, resident, or applicant with a disability is a person who: (a) has a physical or mental impairment which limits one or more major life activities (such as walking, seeing, speaking, learning, or working); or (b) has a record with the school by which the school has officially recognized such impairment. To be eligible to continue at the school, the student, resident, or applicant must meet the qualifications and requirements expected generally of its students, and must also be able to perform the requirements of the individual major or program in which s/he is enrolled, with or without reasonable accommodation.

Note: In the event that a request for reasonable accommodation is denied, the school may occasionally choose to afford the student some temporary measure or flexibility, which is not based on the asserted disability issue, but which otherwise is considered appropriate, if it does not alter a fundamental element of the program and is not viewed by the School as inequitable toward other students. In such few cases, such temporary measure or flexibility will not be a precedent, nor will be a reasonable accommodation, and the student thereby will not be regarded as an individual with a disability.

Procedure for Seeking Accommodations

A student, resident, or applicant who requires an accommodation aid or assistance ("accommodations"), whether for academic or other uses, and who believes s/he is qualified under the school's policy, should contact the Assistant Dean of Academic Affairs, who serves as coordinator of disability accommodations and services. Individuals who may apply for admission are also encouraged to contact this office to request general information.

Faculty and staff members who receive student-initiated inquiries or requests regarding accommodations should promptly refer those students to the Assistant Dean of Academic Affairs. Accommodation determinations should not be made without consultation and written determination of the assistant dean.

Students and residents who seek academic accommodations are expected to contact the Assistant Dean of Academic Affairs well in advance of the commencement of the activity course(s), and to provide all requested supporting information at least three weeks in advance of the requested implementation date.

Determination of Accommodation Requests and Right to Obtain Further Review:

Provided that the assistant dean determines that the documentation provided by the student, resident, or applicant is sufficient, the Assistant Dean of Academic Affairs will respond in writing to the request for accommodation and will do so in a manner consistent with the policy. If the student, resident, or applicant agrees with the response, faculty

and staff members who will be involved in providing or facilitating the accommodation will be informed of the accommodation, but the Assistant Dean of Academic Affairs will not provide medical or health-related information, unless such information is appropriate in order to allow them to assist in implementing the accommodation.

Responsibility of Student, Resident, or Applicant

Each student, resident, or applicant requesting accommodation bears the responsibility for initiating, documenting and communicating promptly with the school regarding a disability-related request for accommodation. Timely communication between the student and the Assistant Dean of Academic Affairs and/or individual faculty members is critical. Requests for information and details on accommodations will generally be communicated via confidential email, and student, resident, or applicant replies to such communications, be they from the assistant dean or a faculty member, should be in writing within 72 hours. Students must contact course directors at least one week in advance of an assessment for which accommodation is requested. Once an accommodation has been agreed upon by the student or resident and a faculty member, the student or resident must adhere to the accommodation, barring a significant and unforeseen event (e.g., sudden serious illness). Last-minute requests for or cancellations of previously agreed upon accommodations are prohibited by this policy. Furthermore, a student or resident who appears late for an assessment for which accommodations have been arranged forfeits the time lost due to tardiness.

The student, resident, or applicant will provide to the Assistant Dean of Academic Affairs the documentation to support the request. Documentation from the appropriate health professional(s) should reflect the nature of and present level of disability, how the disability affects the student's, resident's or applicant's needs in a collegiate setting, and how the requested accommodation will resolve the needs. Because the provision of all reasonable accommodations and services is based upon assessment of the current impact of the disability on current academic performance, it is in an individual's best interest to provide recent and appropriate documentation, generally no more than three years old. Earlier documentation regarding learning disabilities will be reviewed, if it is supplemented by more recent materials.

The Assistant Dean of Academic Affairs has discretion to determine what type of professional documentation is necessary, and this may vary depending on the nature of the disability and/or accommodation. The assistant dean has discretion to seek independent medical assessment if in his/her judgment it is appropriate in some circumstances.

Family Educational Rights and Privacy Act (FERPA)

Please click here (<http://www.pacific.edu/About-Pacific/AdministrationOffices/Office-of-the-Registrar/Student-Privacy-FERPA.html>) for the University's FERPA policy.

Code of Ethics and Adjudication of Ethics Violations

All allegations of unethical student behavior are investigated by a senior faculty member (appointed by the Dean) acting as an Initial Reviewer. If there is sufficient evidence to support the allegations and the student agrees to the proposed sanction, the Initial Reviewer recommends the appropriate disciplinary action to the Dean. If the student disagrees

with the findings of the Initial Reviewer or the proposed sanction, the allegation will then be forwarded to the Ethics Committee.

The ethics committee conducts hearings on matters related to student behavior and violations of the Code of Ethics. The committee is a joint faculty-administrative committee comprised of a chair selected by the Dental Faculty Council, three elected faculty members, and five elected students, one from each DDS and IDS class. In addition, four elected faculty members and three elected students, one from each class, act as alternates, and may be called to serve during committee review of a complaint that may involve an elected member or when an elected member is unable to be present. Recommendations of the ethics committee are submitted to the dean for action. The decision of the dean can only be appealed through University channels (Office of the Provost). Privileged information related to petitions, petitioners, and all deliberations and recommendations of the committee are treated as confidential and will remain "in committee" except as reported through appropriate channels.

Please click here (http://sfdental.pacific.edu/docs/Code_of_Ethics.pdf) to see the Code of Ethics.

Policy Statement on Alcohol Consumption and Drug Use

For the Policy Statement on Alcohol Consumption and Drug Use, please refer to the policy here (<http://sfdental.pacific.edu/employees/hrdocuments/Policy%20Statements/Alcohol%20Consumption%20and%20Drug%20Use%20-%20Student.pdf>).

Workplace Security and Anti-Violence Policy

For the Workplace Security and Anti-Violence policy (which includes weapons and firearms), please refer to the policy here (<https://webshare.pacific.edu/sites/policies/Pages/Security%20and%20Anti%20Violence%20Policy.aspx>).

Prohibited Sexual and Other Unlawful Harassment Policy

For the Prohibited Sexual and Other Unlawful Harassment policy, please refer to the policy here (<http://www.pacific.edu/Documents/hr/acrobat/Title%20IX.pdf>).