



STUDENT HANDBOOK 2026-2027

STUDENT RESPONSIBILITY STATEMENT

The student handbook has been developed to help you, the Naropa student, understand and interpret the policies and procedures of Naropa University while understanding autonomy for individual expression and being a community member. The term “student” includes all persons who have confirmed attendance (by submitting an admission deposit or enrolling in courses), have enrolled at and/or are taking courses at the university. A “student” can be full- or part-time, undergraduate, graduate, or non-degree seeking. A “student” may be attending classes in person or remotely via online platforms, traditional and/or email correspondence, or other delivery methods provided by the University. This means that the policies and procedures outlined in the student handbook are in effect and enforceable while on-campus (including academic and administrative buildings, residence halls, and campus community areas) and while engaged with the Naropa academic community remotely or virtually.

If you do not find answers to your questions within the handbook, please contact the appropriate office(s) or consult with the Dean of Students' Office. You are personally responsible for reading, understanding, and adhering to all policies and information printed in Naropa University's course catalog and this handbook, as well as all official notices sent via Naropa student email, which may include revisions to this handbook. Failure to read and understand the policies detailed in these documents does not excuse you from being subject to those regulations and their enforcement.

It should be noted that while consulting faculty advisors or staff can be helpful to clarify issues, written policy takes precedence over any oral advice or opinion received from an individual. The policies and procedures in this handbook may be amended from time to time at the discretion of Naropa University with or without notice to students.

ACCREDITATION

Naropa University is accredited by the Higher Learning Commission.

Higher Learning Commission
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Chicago, Illinois 60602-2504

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<http://www.hlcommission.org/>

THE MISSION OF THE DEAN OF STUDENTS OFFICE

In alignment with the mission of Naropa University, the Dean of Students Office supports the holistic development of all students by promoting and modeling a safe, inclusive, and challenging environment; compassionate service; engaged global citizenship; and contemplative practices.

The Student Handbook is provided by:

Dean of Students Office
Naropa University
2130 Arapahoe Avenue
Boulder, CO 80302

The information presented in this handbook is accurate as of 8/1/2026

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FROM THE DEAN OF STUDENTS

Welcome to Naropa University! Your journey to this point is the culmination of your shared and individual lived experiences, challenges, and persistence. While everything that has come before has likely served as a foundation for you to this point, perhaps this next step may be one of the most important for charting the next part of your continuing journey.

Naropa is a young institution but one with a rich history and tradition, physically nestled amongst the majestic Flatirons in Boulder, CO. If you have not had the opportunity to see our campus in-person, we hope you may get the chance at some point during your studies! Whether you are joining us in person or learning remotely, we are thrilled to welcome you into our vibrant community.

At Naropa, we value diversity --- both in our collective lived experiences and identities, but also in our thoughts and perspectives. Your education at Naropa is about far more than what you will learn from our talented and renowned faculty and programs, it is also centered on how you can transform yourself as an individual and later to employ these skills and your education to assist in the transformation of our world. The Division of Development, Enrollment, and Student Success is comprised of programs and services including: [Housing](#), [Advising](#), [Campus Life](#), [Admissions](#), [Accessibility Resources](#), [Community Well-Being and Resilience](#) and [Career & Life Development](#). There are also many other departments on campus which can be of help and support to you as a student and one such area is the [Division of Mission, Culture, and Inclusive Community \(MCIC\)](#). Each of these departments are available to you as a member of our community and are intended to help nourish your sense of belonging and foster your connection to not only Naropa, but also the City of Boulder and beyond. In all the staff and faculty of our institution you have champions and advocates for your success.

A trusting and informed community relies on a foundation of integrity, clear policies, transparent procedures, and continuous learning. This handbook will assist you in navigating your experience at Naropa. It includes countless resources to support you on your journey. Please be sure to read the handbook's student responsibility statement to understand your role and expectations as a student. You are always welcome to call, email, or visit us if you have any questions or concerns regarding any aspect of the university or this handbook.

Warm regards,



Dr. Jeremy Moore

Dean of Students

ABOUT NAROPA UNIVERSITY

CONTEMPLATIVE EDUCATION

Contemplative education offers a holistic approach that integrates academic learning with contemplative practices to support deep personal and collective transformation. It emphasizes the cultivation of awareness, the understanding of interconnectedness, and the practice of compassion. This encourages students to engage with themselves and their world in an authentic and mindful way. Through meditation and other contemplative practices, somatic work, the arts, and creativity, students develop the skills necessary to navigate complexity, embrace uncertainty, and contribute meaningfully and beneficially to their communities and our Earth. This approach invites students to become not only more knowledgeable but also more embodied, compassionate, responsive, and socially engaged.

FOUNDER

Naropa University's founder, Chögyam Trungpa Rinpoche (1939–1987), was the supreme abbot of the Surmang monasteries in Tibet and a meditation master of the Kagyü and Nyingma lineages of Tibetan Buddhism. He held the degree of Khenpo, the equivalent of a Doctor of Divinity degree in the West.

In 1959, when China invaded Tibet, Trungpa Rinpoche escaped through the Himalayas to northern India. He later went to England where he attended Oxford University as a Spaulding Fellow, studying Western psychology, comparative religion, art, and philosophy. He authored many books about Buddhism and the path of meditation, including *Cutting through Spiritual Materialism*, *Meditation in Action*, *The Myth of Freedom*, and *Shambhala: The Sacred Path of the Warrior*.

Over time, Trungpa Rinpoche's students came to include scholars, artists, therapists, and scientists. Buddhism revitalized interest in their fields of expertise and study. Many came to share Trungpa Rinpoche's inspiration to create a learning environment based upon a Buddhist model of education. This model would be presented in a secular context, so that a strong mutual influence could develop among academic disciplines, body-mind awareness practices, and the arts. Rather than attempting to transplant an external and foreign tradition into Western society, training and education would infuse Western students with an understanding of their own time and context.

In 1970, Trungpa Rinpoche began presenting Buddhist teachings in the United States. For the next seventeen years, he taught extensively and founded Vajradhatu, a network of more than sixty-five meditation and study centers throughout North America and Europe. A scholar and artist as well as a meditation master, he became widely recognized as one of the foremost teachers of Buddhism in the West.

With the founding of Naropa in 1974, he realized his vision of creating a college that would combine contemplative studies and traditional Western scholastic and artistic disciplines.

Chögyam Trungpa Rinpoche taught at Naropa from 1974 to 1986 and continually worked with the faculty and the administration to develop the college. Naropa's Allen Ginsberg Library contains recordings as well as transcripts of some of the numerous talks he gave at the university.

GUIDING FOUNDATIONS

Inspired by the rich intellectual and experiential traditions of East and West, Naropa University is North America's leading institution of contemplative education. Naropa recognizes the inherent goodness and wisdom of each human being. It educates the whole person, cultivating academic excellence and contemplative insight in order to infuse knowledge with wisdom. The university nurtures in its students a lifelong joy in learning, a critical intellect, the sense of purpose that accompanies compassionate service to the world, and the openness and equanimity that arise from authentic insight and self-understanding. Ultimately, Naropa students explore the inner resources needed to engage courageously with a complex and challenging world, to help transform that world through skill and compassion, and to attain deeper levels of happiness and meaning in their lives.

Drawing on the vital insights of the world's wisdom traditions, the university is simultaneously Buddhist-inspired, ecumenical, and nonsectarian. Naropa values ethnic and cultural differences for their essential role in education. It embraces the richness of human diversity with the aim of fostering a more just and equitable society and an expanded awareness of our common humanity.

A Naropa University education—reflecting the interplay of discipline and delight—prepares its graduates both to meet the world as it is and to change it for the better.

NAROPA'S NAME

Naropa University takes its name from Naropa, the eleventh-century abbot of Nalanda University and a great Indian Buddhist practitioner. He was renowned for bringing together scholarly wisdom and meditative insight. Nalanda University was a large university in northern India that flourished from the sixth to the twelfth centuries C.E. A thangka painting of Naropa is in the foyer of the Lincoln Building, and another is on the west wall of the Performing Arts Center.

NAROPA SEAL

The Naropa University seal was designed by Naropa's founder, Chögyam Trungpa Rinpoche, on whose teachings the school's philosophies are based; thus, its meaning speaks to the Naropa experience with simultaneous relevance to the school's history and its present-day form. The Sanskrit words written in Tibetan script on the ribbon at the bottom of the seal—prajna garbha—literally mean “womb of wisdom,” but translate more loosely as “place where wisdom is nurtured.” The word prajna, meaning wisdom, differs from the traditional academic view of knowledge. Often defined by Trungpa Rinpoche as “knowingness,” prajna encompasses greater insight, independent of accumulation of facts or information.

The wheel of dharma, or wheel of the teachings, appears at the center of the seal and signifies the power, communication, and spread of true teachings.

At the center of the wheel of dharma is the “coil of joy,” which symbolizes the transformation of the three “poisons” (passion, aggression, and ignorance) into three “wisdoms” (appreciation, clear seeing, and openness). The wheel of dharma has another secular significance: great monarchs could



roll their chariot wheels over great distances, spreading teachings and understanding into the world. The connotation is of spreading benefit, rather than proselytizing. Literally, prajna is the flame that burns conceptual mind. The flames surrounding the seal create a mandala and boundary around the learning space. That space requires unconditional commitment to learning without personal agenda.

THE BOW

It has become something of a tradition at Naropa University to begin and end classes and meetings with a bow. Although this ritual is by no means mandatory, it seems to have taken widespread hold at the university over the years. Many students and staff find themselves performing the bow countless times during their time at Naropa, and many take enjoyment and comfort in the growing familiarity that a ritual such as this one can provide when it is repeated often. At the same time, many admit some frustration that they have only a vague understanding of the actual meaning of the bow itself. The following will clarify this understanding.

In many Asian cultures, the bow is a traditional gesture of greeting, which communicates both friendliness and respect. Certainly, the bow we make to each other at Naropa communicates these things, but it also says something more. It has a deeper meaning. This bow is a way of acknowledging and honoring the qualities of warriorship that each of us has the capacity to express and to share with others.

By warriorship in this sense we do not mean warfare or aggression—but actually the opposite. The warrior whom we honor when we bow is someone who is brave enough to be a truly gentle person. Therefore, the emphasis is on bravery, not on warfare, because the warrior understands that aggression is actually the result of cowardice. So, in bowing to each other, we honor the inherent bravery, gentleness, and wakeful intelligence that each of us can experience personally. We also honor Naropa as a place where the deepest purpose of our education is to cultivate these qualities and bring them to fuller expression in whatever field of learning we may choose. Though the bow is a very simple gesture and takes only a few moments to execute, it actually has three distinct stages or aspects. The first is to take the warrior's posture, with eyes open, back straight, and hands resting on thighs. Just assuming this posture in itself can bring a sense of clarity, alertness, and strength. It can free one from distraction and depression on the spot. The participant feels the possibilities of wakefulness and vision; the desire to learn more is aroused. So, one begins the process by holding this posture.

The second stage is that having taken this posture, one relaxes a little within and feels one's heart—which is open, somewhat exposed and vulnerable. It is the source of gentleness, the source of longing to make contact with others and to be helpful to them, to be of service. And so, for a moment, as one holds this posture, these aspects are felt fully. It is almost a kind of positive sadness.

And then, the bow itself is the third and final stage. Here, one makes a gift of personal warrior inspiration to all the others who are bowing together. The sense of that gift can also be expanded to encompass all others who are beyond the room. Either way, the basic intention is to make a generous gift of all these wonderful qualities as one prepares to bow. In fact, the willingness to share in this way is part of the warrior's bravery.

So, hold, feel, and give. That is the meaning of the warrior's bow, which we do every day at Naropa University.

—Adapted from an essay by Frank Berliner, Naropa University faculty

NAROPA UNIVERSITY VIEW OF RIGHT ACTION

These guidelines are the basis for relating to the university community and to our society at large and are personal reminders of how to create a safer society.

- Arouse respect for teachers, the wisdom of many traditions, and all who seek wisdom. Honor the process of learning.
- Seek out and practice disciplines that benefit yourself and others.
- Be true to your inspiration. Apply yourself wholeheartedly. Enjoy yourself. Do not be afraid to take a risk.
- Assume responsibility for your state of mind and all of your actions.
- Speak gently and thoughtfully.
- Refrain from slander. Maintain your dignity.
- Be generous to all without prejudice.
- Do not waver in meeting your obligations.
- Be law-abiding and humble; act with decorum.
- Be decent and trustworthy with friends, family, the members of the Naropa University community, and society at large.

SAFETY, DISCOMFORT AND EDUCATIONAL PROCESS

The term “safe space” is now commonly used at higher education institutions to indicate an “environment in which students are willing and able to participate and honestly struggle with challenging issues” (Holley & Steiner 2005). In keeping with the University’s Mission and Code of Conduct, a Naropa education necessarily entails compassionate student engagement with challenging issues, including aspects of one’s emotional, spiritual, diversity and social justice experience. In accepting these challenges, it is important to distinguish between *physical safety* and emotional/psychological *discomfort*. While one’s physical safety is paramount, some emotional /psychological discomfort may be expected as a natural part of any growth and educational process. The terms “safe space” and “safety” should therefore be used judiciously when referring to the quality of environments intended to foster open expression, honesty and trust.

ALPHABETICAL DIRECTORY OF RESOURCES

ACADEMIC ADVISING

Graduate Academic Advising | Each Graduate Program's Main Office
Undergraduate Academic Advising | Wulsin Hall, 2nd Floor | MyNaropa:
<https://naropa.sharepoint.com/sites/Advising>

All students are assigned an academic advisor. Advisors serve as academic guides and help students understand academic policies and procedures. Advisors serve as a referral resource for campus services and assist students in making well-informed decisions regarding their education. Advisors help students track their degree requirements; however, students are ultimately responsible for ensuring that they have met all departmental and university academic requirements for graduation. Students must meet with their assigned academic advisor prior to registration each semester. At this time, advisors help students plan their schedule for the next semester and clear them to register via My Naropa, the University wide resource hub for students, staff and faculty.

ACADEMIC COACHING PROGRAM

Wulsin Hall, 2nd Floor (Learning Commons) | 303-546-3576

MyNaropa: <https://naropa.sharepoint.com/sites/AcademicCoachingProgram>

Scheduler Link: <https://naropauniversityscheduler.as.me/>

academiccoaching@naropa.edu

The Academic Coaching Program (ACP) offers free, personalized, strengths-based academic coaching for students seeking proactive support to successfully achieve their academic goals. Staffed by experienced Graduate Students, ACP strives to foster a co-creative and inclusive environment where students and coaches can engage openly about the source of academic challenges and support students in creating meaningful, self-authored, and achievable academic goals.

ACP provides specific tools and strategies to resource students as they work toward improving their academic experience and performance. Delivery modalities of these resources include 1:1 sessions, workshops, co-working, and online tools. Coaches offer coaching sessions on campus as well as online.

ACADEMIC POLICY AND COURSE CATALOG

Naropa University Catalog: catalog.naropa.edu. The Naropa University Course Catalog contains admissions and financial aid information, academic policies, a complete directory of course offerings, and requirements for all undergraduate and graduate programs. The Catalog is issued annually for the full academic year (fall, spring and summer semesters). The [current Course Catalog](#) and an [archive](#) of prior-year Catalogs are available online.

CLASS ATTENDANCE AND PARTICIPATION

Class attendance and participation are required and are essential elements of a Naropa University education. Without students' physical, intellectual, and emotional presence in the classroom, awareness cannot be cultivated and the academic material cannot be mastered. The instructor is required to state the attendance guidelines in the syllabus at the beginning of the course; it is the students' responsibility to abide by syllabus guidelines for each course. Some departments may have attendance requirements for majors that are made available in departmental handbooks. Absence or lateness does not excuse students from required course work and may jeopardize their academic good standing. Students who receive veterans' benefits must check with the Financial Aid Office for special attendance requirements. Students seeking attendance accommodations beyond what is outlined in individual course syllabi should contact the Office of Accessibility Resources (OAR).

See [Academic Honesty](#) for related policy.

DISABILITY SERVICES AND ACADEMIC ACCOMMODATIONS

Office of Accessibility Resources (OAR)
Wulsin Hall, 2nd Floor |
disability@naropa.edu

In accordance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act, the Office of Accessibility Resources (OAR) works to ensure equal access to Naropa University's academic, cultural, and co-curricular programs for qualified students with disabilities. The university is committed to fostering an inclusive and accessible environment by providing reasonable accommodations and support services.

Students seeking accommodations should contact OAR to begin the interactive process. The process includes submitting an application and medical documentation describing the current functional impact of the disability and participating in an interactive intake meeting. During this meeting, students collaborate with OAR staff to determine appropriate academic adjustments or auxiliary aids based on individual needs and course requirements.

Accommodations are not applied retroactively, so students are encouraged to begin this process as early as possible—even if they are unsure whether they qualify. Please note that not all conditions may meet the criteria for accommodation, and all requests are reviewed individually to determine reasonable accommodations within the context of the academic environment and essential program requirements.

Students participating in internships, practica, clinical placements, or other off-campus programs should also connect with OAR to discuss access needs in those settings.

To learn more or begin the process:

- Current students should log into MyNaropa for detailed instructions and access to the accommodation request form. You may access the accommodation request form [here](#).
- Incoming students without access to MyNaropa may contact OAR directly by email or complete the public accommodation request form. You may complete the public accommodation request form [here](#).

BUSINESS SERVICE CENTER

Weekdays: 9:00am–4:00pm (Hours may be limited when classes are not in session.)
303-546-5299 | copyroom@naropa.edu

THE BUSINESS SERVICE CENTER (BSC) IS LOCATED IN THE BASEMENT OF THE LINCOLN BUILDING ON THE ARAPAHOE CAMPUS AND OFFERS MAILING, FAXING, COPYING, AND OTHER BUSINESS-RELATED SERVICES FOR STUDENTS, STAFF, AND FACULTY. THE BSC ACCEPTS CASH, CHECKS, OR CREDIT. MAILING

Items may be packaged and mailed to domestic and international locations via the U.S. Postal Service. All forms and materials are available in the BSC, including envelopes, boxes, and stamps. Mail is delivered to the post office at 4 p.m. every business day.

The Naropa University address may not be used as a home or return address; the BSC cannot hold mail for students.

INTEROFFICE MAIL

Via the courier service, mail for current faculty and staff, including work-study students, will be delivered promptly if placed in a correctly labeled interoffice envelope. In most cases, interoffice mail will be delivered in twenty-four hours or less.

Printer Ink & Battery Recycling The BSC will recycle ink-jet cartridges from home printers or used batteries.

CAFÉ

Arapahoe Campus, Sycamore Pavilion

The Little Lama Café offers wholesome, healthy meals to nourish the body as well as the spirit. It provides a wide range of mostly vegetarian, homemade dishes, desserts, pastries, chai, coffee, and other beverages.

Café hours can be found on MyNaropa. The Café is closed during intersession, holidays and winter break.

For questions about the Little Lama Café, you can email littlelamacafe@gmail.com

COMMUNICATION AND NEWS

Beloved Community Newsletter: Throughout the academic year, you will receive the Beloved Community Newsletter to your student email and by SMS text messaging. The newsletter includes listings of upcoming community events as well as on-going student group meetings, contemplative and other well-being practices compiled by the Division of Mission, Culture, and Inclusive Community. **This is an attempt to centralize community offerings and how to stay engaged with the community.**

Events Calendar: You can also stay up to date with campus events through the Event Feed on MyNaropa or the Naropa Events Calendar on the university website www.Naropa.edu/events.

Social Media: Follow Naropa University (@naropau) on Facebook, Instagram, LinkedIn, and TikTok to stay updated with the stories and news that arise from Naropa! The university account shares articles, podcasts, press, events, and blogs that highlight the work happening at the school. SUN, the Student Union of Naropa, also operates their own Instagram account (@naropians). This is a great account to follow to connect with the student community and stay updated about events happening at Naropa. On Facebook, you can join the student group “Connect Naropa” to connect with the student community.

Bulletin Boards: There are bulletin boards on the Arapahoe campus in Sycamore Hall for academic departments, housing services, items for sale, event postings, and more. A Student Success staff member on the 2nd floor of Wulsin Hall must stamp all notices before they are posted. Most other bulletin boards on this campus are designated for Naropa only events and offerings. Please do not post on these boards or on any walls or doors. Help us maintain a pleasant and clean campus.

At the Nalanda Campus, the boards are located on the wall across from the main restrooms. Students, staff, and faculty may post items on these boards, but postings not related to Naropa events will be removed.

CAREER & LIFE DEVELOPMENT

Office of Career & Life Development
Arapahoe Campus, Wulsin Hall, room 5212
Nalanda Campus, 2nd floor, room 9203
cd@naropa.edu

The Career and Life Development Team is excited to support you on your journey. Whether you need assistance in uncovering your purpose, breathing life into dreams, navigating transition, or applying your degree to the world outside of Naropa, our office is here to partner with you.

Naropa University offers FREE unlimited career advising services for our current students and alumnx. We offer 5 appointments for individuals currently on a leave of absence. Below are some of the areas we can support you with:

- Career Exploration / Major Exploration (assessments are available)
- Uncovering your core values, beliefs and strengths
- Savvy Job Search Strategies
- Resume and Cover Letter development
- Insider Interviewing Skills
- Graduate school preparation
- Entrepreneurial ventures
- Life Direction & Contemplation

We also support students carrying out clinical placements / field placements / internships by offering individual appointments and orientations. We work very closely and collaboratively with our community partners to offer rich placements to students. We are continually creating new partnerships in students' local areas, so please reach out if you have questions or would like

support. Please note that for GSC, students are responsible for doing their own research of the licensure requirements for the state that they plan to become licensed in.

Schedule an appointment by going to our SharePoint page by clicking [here](#)

For an updated list of our workshops and presentations, please click [here](#)

We look forward to connecting with you!

CEREMONIES AND NAROPA SIGNATURE EVENTS

COMMENCEMENTS

Each May, Naropa University holds its graduation ceremony. This unique and meaningful ceremony features heartfelt and inspiring talks by faculty and student representatives. Hosted by Naropa University's Office of the President, commencement is an opportunity for our entire community of students, graduates and their guests, faculty, staff, and alumni to honor those graduating and to reflect on the importance of undertaking a contemplative education as a learning process that continues throughout life.

COMMUNITY PRACTICE DAY

Each semester, during the eighth week, Naropa University pauses its usual rhythm for a day of collective renewal, a cherished tradition where classes and business give way to shared contemplative practice. This is when contemplative education leaps from concept to lived experience, inviting everyone, regardless of prior practice, to step out of routine and into presence. The day begins with the full community practicing movement and meditation and a keynote guest lecture or panel, then unfolds into a vibrant tapestry of afternoon workshops which highlight Naropa practitioners leading offerings such as but not limited to loving-kindness, labyrinth walks, Japanese Tea Ceremony, centering prayer, sacred chanting, social-ecological awareness, regenerative ecology, aikido, Mudra Space Awareness, I Qing readings, and much more. It's a chance for our community to reconnect, recharge, and share the diverse practices that enrich our lives, fostering a deeper sense of connection and possibility.

CONVOCATION

Convocation is Naropa's traditional opening ceremony of the academic year, occurring at the beginning of the fall semester, during which we come together as students, staff, and faculty in celebration. During convocation we create and join a community that welcomes each moment wholeheartedly with a beginner's mind, so that we might gently wake each other up all year long. The standing rituals of lhasang and Spontaneous Poem are participatory moments not to be missed.

CHILD CARE

Naropa University does not have a drop-in child-care center on any of its campuses; however, Alaya Preschool is affiliated with Naropa. Career & Community Engagement has an employment email listserv and on-campus job board where you can post child-care positions.

Alaya Preschool | 303-449-5248

alaya@alayapreschool.org

Alaya Preschool, like Naropa University was founded by Chögyam Trungpa Rinpoche and provides childcare for children ages two to five. Alaya's philosophy is aligned with Naropa's contemplative approach to education and human development. As a play-based school, young children at Alaya learn through embodied, direct experiences with their world.

Alaya teachers and staff maintain contemplative practices that support their presence, attentiveness and care. In addition to nurturing child development, we honor and support each child's unique experience and path, meeting them fully in the present moment.

Parents are welcome to call to inquire about current space availability.

Children's Alley at the YWCA | 303-449-1951
childrensalley@ywcaboulder.org

For more than 30 years, Children's Alley at the YWCA of Boulder County has offered a caring and nurturing environment for children. All staff have practical experience in childcare and are certified in Early Childhood Education, as well as First Aid/CPR. Children's Alley is licensed by the State Department of Human Services. They offer sliding scale childcare based on family income, and can accommodate short notice and non-traditional childcare hours. Children's Alley is open Monday-Thursday, 7:30am-8:00pm; Friday, 7:30am-5:30pm; and Saturday, 9:00am-5:00pm.

Boulder County Department of Housing & Human Services has a webpage dedicated to Child Care Resources that offers tips and provides helpful links.

<https://www.bouldercounty.org/families/pregnancy/child-care/referrals/>.

They also have a Resource Directory for Single Parents at <http://bcn.boulder.co.us/pss/spd.html>

See [Children and Babies in the Classroom](#) for related policy.

WEEKLY COMMUNITY GATHERINGS

Community Gatherings take place each Wednesday of the semester from noon-1:20pm MT and feature a variety of programs such as monthly Town Hall meetings and or workshops, intended to provide opportunities for exchange and integration of Naropa's core values: contemplative practice, inclusive community, resilience, regeneration, sustainability, and the arts. The Division of Mission, Culture, and Inclusive Community often hosts these events in collaboration with various student, staff and faculty partners and curates a calendar of offerings that focus on community-building, cultural heritage celebrations, social-ecological justice, skills-development, and more! These events are listed in the Naropa Beloved Community weekly newsletter, and the events calendar on MyNaropa and Naropa.edu/events. Other inquiries regarding Community Gatherings should be directed to MCIC@naropa.edu.

COMPUTER AND COPIER ACCESS

IT Help Desk | helpdesk@naropa.edu

Use of university computers is subject to the [Computer Systems Policy](#). There are three computer labs for use by the Naropa community: the main lab located in the Wulsin Hall basement on the Arapahoe Campus; the Paramita Lab located in the Student Reading Room/Lab at the Paramita Campus; and the Nalanda Campus Library and Lab space. PCs run Windows 10, and Macs are running OS High Sierra. Students may log onto lab computers and copiers using the following:

Username: Your Naropa Username

Password: Your Naropa Password

There are computer labs on each campus. Computers are equipped with the Microsoft Office Suite for PC and Mac, as well as graphics software and media players; some computers have headphones. Each lab offers black-and-white copying and printing. CDs can be burned at all labs. The computer lab hours may change depending on the time of the year. The labs are closed during Naropa-observed holidays and for Practice Day.

STUDENT EMAIL

Every degree-seeking student is issued a student email account, which under university policy must serve as the primary means of communication to and from all university departments and offices. Students are responsible for checking their student email regularly. Students are accountable for knowing information disseminated to their student email account and responding promptly. All official university communications to students will be sent to student email. Optional listservs are available for individual interests, employment and scholarship information, social activities, student government and community events, and information for student parents.

STUDENT WIRELESS ACCESS

Wireless access is available to all current students at all Naropa locations, including the Arapahoe, Nalanda, and Paramita campuses, and the residence halls. Systems supported include any device running Windows 10, Mac OS Yosemite 10.10 or higher, Apple IOS (iPad, iPhone), and most Android devices. All Naropa locations support the 802.11g and 802.11n wireless protocols on both the 2.4GHz and 5GHz bands. The residence halls also have wireless support for non-802.1x compliant devices (which includes gaming consoles, internet TV's, e-book readers, etc.). Please submit a new IT support request for assistance in connecting such devices to the wireless network at residence halls.

COPIERS

Use of Naropa copiers—for printing, copying, scanning and faxing—requires logging in with your student credentials. Logging in to a copier can be performed at each copier's display panel by entering your student credentials (the same credentials used to login to a lab computer) or by use of your Student ID card. Posted instructions can be found near every Naropa copier.

If you have not already associated your Student ID/Smart Card with the copiers, please refer to posted instructions that can be found near every copier on how to do so.

Report a Lost and Stolen Card

The cardholder is responsible for all use prior to when the card has been reported. All cards reported lost or stolen will require the cardholder to come to Student Success in Wulsin Hall to have a new card reissued. You can also report your card lost or stolen via email: tashi@naropa.edu.

Fax

Local faxes are free for students. Long-distance faxes are \$0.50 per page, and international faxes are \$1.00 per page. Cover sheets are strongly encouraged and do not cost extra.

CONSCIOUSNESS LABORATORY

303-546-3521 | nucl@naropa.edu

The Naropa University Consciousness Laboratory is a training and research facility that fosters a contemplative approach to psychological science. Our mission is to develop and use new methods in order to gain greater understanding of human capacities for engaging with awareness. In this lab, students at both graduate and undergraduate levels are trained to explore both conceptual and non-conceptual components of conscious experience. A program of research on connection, psychedelics, meditation and contemplative spirituality focuses on the teaching of contemplative practice, as well as aspects of being that undergo transformation along a path of contemplative training and development. In drawing knowledge and insight from both cognitive neuroscience and contemplative traditions, the Consciousness Lab provides a unique synergy between modern psychology and ancient contemplative approaches to understanding mind and spirit.

COUNSELING

Counseling services are available to students through Timely Care, a telehealth vendor that the school contracts with. These services are advertised in both digital and physical on-campus spaces. Students can schedule counseling, health coaching or basic need support directly from Canvas, Naropa's Timely Care Website, or by calling their 800 number for urgent support 24/7/365. Faculty and staff also can call and talk to a Timely Care counselor about a concern for a student through the designated faculty and staff line. [For](#) additional information, please visit the "Health and Wellbeing" section of this handbook or go the page on MyNaropa: [Telehealth Counseling - Home \(sharepoint.com\)](#)

MISSION, CULTURE, AND INCLUSIVE COMMUNITY

Mission, Culture and Inclusive Community (MCIC) |
<https://naropa.sharepoint.com/sites/MissionInclusiveCommunity>

MCIC propels the Naropa community towards a just, regenerative, and beautiful future by catalyzing contemplative innovation, restorative practice, and courageous collaboration. Through transformative learning experiences, compassionate action, and a deep recognition of our shared sacredness, we inspire radical shifts in consciousness, honor ancestral wisdom & lived experience, and lead by example--cultivating a vibrant culture of creativity, connection, and collective well-being for an ever-evolving world.

MCIC serves the Office of the President while leading the following Mission based centers and services:

- [The Center for the Advancement of Contemplative Education](#) (CACE)
- [The Joanna Macy Center for Resilience and Regeneration](#) (JMCR)
- [Naropa Extended Campus](#)
- The Office of Events
- [The Naropa Tea House](#)
- [The Naropa Bike Shack](#)

MCIC offers student employment, leadership development, and collaborative thought partnership to students, staff, and faculty. Available by email: MCIC@naropa.edu

COMMUNITY HEALTH, WELLBEING, AND TELEHEALTH

HEALTH INSURANCE

Student Health Insurance Plan | 303-546-3592

Health insurance coverage is mandatory for all full-time degree-seeking undergraduate students and all international students enrolled at Naropa University. Undergraduate students are required to participate in the Naropa University Student Health Insurance Plan or provide proof of other adequate health insurance by filling out the online waiver by the posted deadline.

MEDICAL AND DENTAL REFERRALS

303-546-3562

Discounted plans for dental and vision are offered by Gallagher to all full-time degree-seeking students enrolled in the student plan. You can find more information at www.gallagherstudents.com/naropa.

COMMUNITY WELLBEING AND RESILIENCE

Weekly and monthly community programs and services are provided to promote and provide education and experiences of holistic health, wellbeing, and resilience. These programs include treatment through bi-weekly Community Acudetox (Auricular Acupuncture) or Timely Care, and education, prevention & practice opportunities through our programs, including: Coming to Your Senses, Folding Paper Cranes, Intention Setting and Mala-Making, Heartmath Bio-Feedback and Meditation, Let Yourself Grow Psychoeducation Cards & Newsletters, Mindful Self Compassion Courses and Workshops, NCHA, the Recovery Card Project, Time for Tea, Time to Ungrind, Timely Care, Wellness Walks, Yoga. You can learn more about our services and programs and add our events to your calendar by following our pages on MyNaropa/ Sharepoint and through our email updates.

TIMELY CARE TELEHEALTH

Naropa is partnered with Timely Care to offer online counseling, health and wellbeing support for students. Through a mobile app or your desktop, TimelyCare provides 24/7 access to virtual care from anywhere in the United States at no cost to currently enrolled tuition paying, degree seeking students. These services include their TalkNow, scheduled counseling, health coaching and wellness content.

Whether you're feeling anxious or overwhelmed or depressed or simply need to talk to someone, you can speak with a licensed provider to get support via phone or secure video visits.

Check out the FAQs below to learn more. Once you are an enrolled and registered Naropa student, you become eligible for these services, and self-enroll on [Timely Care's webpage](#), using your Naropa student email.

TIMELY CARE FACTS AND QUESTIONS

How can I access TimelyCare? Visit timelycare.com/naropa or download the TimelyCare app from your App store and register with your Naropa email address. You can then start visits from any web-enabled device – smartphone, tablet, laptop, or desktop – anywhere in the United States.

Who can use TimelyCare? Any currently enrolled, tuition paying degree seeking student.

What services are available?

- TalkNow – 24/7, on-demand emotional support.
- Scheduled Counseling – Select the day, time, and mental health provider of your choice, for up to 9 sessions per student per year.
- Health Coaching – Support for developing healthy behaviors.
- Basic Needs Support – Get connected to free or reduced-cost community resources.
- Self-Care Content – 24/7 access to self-care tools and resources, such as meditation and yoga sessions, helpful videos, and short articles from experts.

At what cost? TimelyCare services are available at no cost to Naropa University students.

If Timely Care isn't what you want or need but you know you want counseling, and are looking to save dollars, you can look up providers through your health insurance plan or look for low or reduced costs community counseling centers or providers in your local area.

SUBSTANCE ABUSE AND SOBRIETY SUPPORT

Many students at Naropa are interested in sobriety or substance use harm reduction lifestyles. Students can participate in a student interest group or start one themselves or engage in local recovery groups or events in the Boulder area. Naropa's residence halls offer sober living housing. Students can receive one on one counseling support through Timely Care, Naropa's telehealth provider. Acudetox is bi-weekly community program that is very helpful for folks in recovery and those working to reduce use. Community Wellbeing and Resilience offers Acudetox weekly on the Arapahoe and Nalanda campuses during fall and spring semesters. Check out substance use support pages on the Community Wellbeing and Resilience MyNaropa/ SharePoint pages.

HOUSING

DIRECTOR OF CAMPUS AND RESIDENTIAL LIFE

303-546-3549 | Housing@naropa.edu or staylor@naropa.edu

The Director for Campus and Residential Life oversees the daily operations of Snow Lion Residence Hall to ensure a positive, healthy, and safe living environment conducive to student learning and provides on-call emergency support to students and staff living in on-campus housing.

Residential Life Staff

Resident Assistants

Resident Assistants work with the Director of Campus & Residential Life and the Senior Resident Assistant to promote communities of respect, inclusivity and restoration as well as to ensure that students are safe. Resident Assistants serve as primary respondents for residents' concerns, questions, and emergencies.

Residence Life at Snow Lion Apartments and 2333 Arapahoe Residence Hall

Snow Lion

Each unit is a one or two-bedroom apartment, including a kitchen, full bath, dining area, and living room. Each student is provided with an XL twin bed, dresser, desk, desk chair, and closet. The apartment will also include a kitchen table and chairs, a couch, and coffee table. High-speed internet is provided and included in the housing cost. Open enrollment residents can apply for housing and will be granted housing based on availability and are assigned on a first-come, first-serve basis. The bedrooms range in square footage with the smallest occupancy of 11x10. The living rooms, on average, are 14x15.

In Snow Lion, the Office of Campus & Residential Life defaults to assigning students private bedrooms. However, students may request to share a bedroom with another student.

Alcohol, Marijuana, and Other Drugs

All on-campus residential areas are drug and alcohol free, including marijuana, regardless of age, medical licensure, or other circumstances. Students should not possess, use, be under the influence of, distribute, or sell alcohol, marijuana, or other drugs on university property or at university sponsored events.

The Office of Campus and Residential Life expects that all resident rooms and public spaces in the residence comply with federal, state, and university regulations related to the use of alcohol and other drugs. Students can opt for substance-free apartments that offer an additional measure of support. All students are expected to abide by the policies listed in the Naropa University Student Handbook, the Residence Hall Handbook of Terms and Conditions, and the Housing Contract Agreement. Students who fall out of balance with our community standards or violate the Naropa University Code of Conduct or University Housing policies are subject to conduct proceedings as outlined in the Naropa University Student Handbook.

Off-Campus Housing

Students not living in university housing choose the living situation that best fits their needs, from sharing an apartment to renting a house with a group of friends. Naropa University's Office of Campus & Residential Life can aid students who are looking for housing, connecting them to resources on campus and in the Boulder community. We encourage students to utilize our Naropa Off-Campus Housing website, offcampus.naropa.edu, which has listings from around the Boulder area as well as a roommate finder and more.

Institutional Review Boards (IRBs) are federally mandated panels that review research conducted by organizations in the US to assure compliance with regulations designed to protect study participants, also called human subjects. If you do research with human subjects, it is important that you read and familiarize yourself with these IRB requirements. All faculty, staff, and students at Naropa University who do research with human subjects need to understand and follow the guidelines. See MyNaropa for [Naropa University IRB](#) process and policy.

INTERNATIONAL STUDENTS

COORDINATOR OF INTERNATIONAL STUDENT/SCHOLAR SERVICES

303-546-3592 | international@naropa.edu

This office of the Coordinator of International Student/Scholar Services is open primarily to students with F-1 or J-1 student status. However, services and support are also available to any student from another country, whether a dual citizen or permanent resident of the United States who is having cultural or adjustment concerns of any kind.

MAINTAINING F-1 AND J-1 STATUS

All international students are responsible for the maintenance of their visa status. Therefore, it is important that international students familiarize themselves with the rules regarding international student status at [Study In the States](#).

Travel and Re-Entry

It is extremely important to obtain a travel signature on page two of your I-20 before leaving the country. Please arrange to have your I-20 signed well in advance of travel as there are only a few Naropa staff members authorized to sign the form for travel.

THE LEARNING COMMONS,

Wulsin Hall, 2nd Floor | 303-546-3535

The Learning Commons (TLC) is an alliance of campus resources that collaborate to support a student's journey toward self-discovery, academic success, and engaged action in the world.

Services under the umbrella of the Learning Commons include:

- Academic Advising (Undergraduate)
- Academic Coaching Program
- Accessibility Resources
- International Students and Scholars
- Student Accountability
- Campus & Residential Life
- Naropa Writing Center
- Dean of Students Office
- Career and Life Development

LIBRARIES, NAROPA UNIVERSITY

303-245-4725 | library@naropa.edu

Locations:

Allen Ginsberg Library, Arapahoe Campus

Nalanda Arts Library, Nalanda Campus

Please visit the Naropa University Library Homepage to find up-to-date info on hours and access to online and print materials: <https://www.naropa.edu/academics/library/>

Naropa University Libraries serve Naropa students, faculty and staff at both campuses. Information resources available include print and electronic materials for courses, research support, online databases, interlibrary loan, and vouchers for CU-Boulder's Norlin Library. Visit the website for lending policies and more information:
<https://www.naropa.edu/academics/library/>

LIBRARY CARDS: Your student ID card acts as your library card and will allow you to set up an account to check out physical materials. You must visit the library in person or via an email to library@naropa.edu to have your account activated. If you have any questions about library policies, please contact the main circulation desk at 303-245-4725 or library@naropa.edu.

ONLINE RESOURCES: To use any online library resources, including electronic books, databases, and journals, you will use your Naropa single sign-on login information (the same login info as you use for your Naropa email and Mynaropa).

RETURNING LIBRARY MATERIALS: Items may be returned either to the circulation desk or to the drop box outside each library. (Note: Items on reserve and AV equipment must be returned to the circulation desk at the library from which they were checked out when the library is open.)

CONDUCT: In the library students are expected to follow the university's code of conduct and view of right action. Additionally, shoes must always be worn in the library and pets are not allowed. Use of service animals as protected by the ADA are welcome. And please no crumbly or messy foods!

TECHNOLOGY: Questions about personal technology, non-library Naropa accounts, access to Naropa computers, and classroom technology should be referred to the IT department at helpdesk@naropa.edu.

RESEARCH: Librarians at Naropa offer research appointments. If you need assistance with your research including finding resources and navigating the library, please reach out to library@naropa.edu.

LOST AND FOUND

There are several "Lost and Found" baskets for the community's use. These "Lost and Found" baskets can be found in the following areas:

- SUN Office in the Pamela Krasney Pavilion
- Entrance to the Learning Commons on the 2nd floor of Wulsin
- The Atrium entrance of Nalanda

- The Nalanda Café
- The Libraries on the Arapahoe and Nalanda Campuses

If a community member happens to find an item that may be a bit more expensive or sensitive such as electronics, wallets, etc., please feel free to turn those into our Safety & Facilities and/or Campus Life teams. Naropa community members are encouraged to use our [Lost & Found Viva Engage Page on MyNaropa](#) to let the community know about items that need to be reunited with their owners.

MAILING ADDRESSES

Students are responsible for maintaining a current mailing address with the university. When a student moves, the student should change their mailing address in my.naropa.edu (log in and then click “personal info” at the bottom of any page).

MEDITATION AND MINDFULNESS PRACTICE

Director of the Center for the Advancement of Contemplative Education
Wulsin Hall, 2nd Floor | 303-245-4603
contemplative@naropa.edu

MAITRI ROOMS

The university's founder, Chögyam Trungpa Rinpoche, and Shunryu Suzuki Roshi of the San Francisco Zen Center, developed a distinctive practice called Maitri Space Awareness, which helps practitioners cultivate greater awareness of the following five qualities: openness and respect for one's immediate experience, interpersonal and communicative skills, sharpened critical intellect, resourcefulness and appreciation of the richness of one's world, and effective action. This practice requires training in special postures in specially designed rooms. Naropa's five custom-built maitri rooms are available to participants in classes at the university that offer instruction in this practice. Maitri Room access is restricted to students currently enrolled in specific courses.

MEDITATION HALLS

Naropa University houses five meditation halls (one on each academic campus, one at Snow Lion Residence Hall, and one at 2333 Residence Hall). The academic campus meditation halls are open whenever the buildings are open for silent sitting meditation for students, faculty, staff, and visitors. At times, there are group drop-in sitting sessions that are open to all. Access to certain meditation halls is maintained by the contemplative practice coordinator.

MEDITATION INSTRUCTION

Meditation instruction is offered to any student who requests it. Getting to know yourself and your world through meditation practice, or other contemplative disciplines, is viewed as equal in importance to the study of specific fields of knowledge. Some programs and classes also have a meditation requirement that includes regular meetings with an instructor/teaching assistant. There is no charge for meditation instruction.

The type of meditation usually taught at Naropa is called shamatha (“calm abiding”), a silent sitting practice that can develop mindfulness (being present) and awareness. These qualities can be relevant to an individual’s life regardless of religious orientation.

You can make an appointment to meet with the Director of Contemplative Practices & Traditions to discuss whether you would like to be referred to a meditation instructor. Your orientation packet contains a handout that will provide you with more information about relating to a meditation instructor. You may sign up for an appointment when the semester begins or at any time during your education at Naropa University.

OTHER CONTEMPLATIVE DISCIPLINES

The Director of Contemplative Practices & Traditions can also be a resource for instructors of other contemplative disciplines, such as aikido, calligraphy, hatha yoga, ikebana/ kado (Japanese flower arranging), Japanese tea ceremony, and t’ai-chi ch’uan. The coordinator can help you network with groups from other world wisdom traditions on campus and in the Boulder area, including Zen and Vipassana meditation groups, the Baha’I, Christian, Hindu, Islamic, Judaic, and Wiccan traditions.

PARKING

At Naropa University's Arapahoe Campus, parking is managed under specific guidelines to ensure efficient use of limited parking spaces:

Parking Regulations and Permits:

- All Naropa lots are monitored from 7 a.m. to 3:30 p.m., excluding weekends and university holidays.
- Semester parking permits can be purchased at the beginning of each fall and spring semester. Limited permit grants are available for those demonstrating financial need.
- Vehicles without permits are subject to ticketing and/or towing.
- CU parking lots to the east and south of Naropa require a valid CU permit; Naropa has no authority over these lots and unauthorized vehicles will be ticketed and/or towed.

NAROPA PARKING PERMITS

Parking permits are required at all Naropa lots. Arapahoe campus, due to its limited parking spaces, is the only campus where you must pay to park. Nalanda campus permits are required but free. Snow lion permits are free but exclusive to residents. Obtaining a parking permit does not guarantee you a parking space, thus it is always advisable to arrive early if possible or use alternative transportation.

Parking permits go on sale at the beginning of each semester. More information will be sent out by the transportation office via the student listserv. Ticketing for parking violations usually begins one week after parking permits go on sale.

The current rates for parking permits are as follows:

Semester permit: \$100 per semester

Single-day permit: \$3 each

Bulk-Day permit: \$20 (1 day/ week); \$40 (2 day/ week; \$60 (3 day/ week) \$80 (4 day/ week)

Visitor permits can be obtained from the Business Office in the lower level of Lincoln.

TOWING AND BOOTING

Ticketing and Towing Policies:

- The Safety and Facilities department issues two tickets before towing or booting vehicles parked without permits.
- Ticket fines are \$10 per ticket. Accumulating three tickets or obstructing parking may result in towing or booting.
- Retrieval costs from the tow company start at \$125.

VIA (FORMERLY SPECIAL TRANSIT)

303-447-9636 | viacolorado.org

VIA, formerly known as Special Transit, is a private nonprofit organization located in Boulder, Colorado, providing a variety of transportation options that improve the quality of life for the people in the many communities it serves. If you have a temporary or permanent disability, are elderly, low-income, or live in a rural area that is not serviced by RTD, you may be eligible to use this service.

PERFORMANCE AREAS AND EVENTS SPACES

PERFORMING ARTS CENTER

Events Director | 303-546-3593

The Performing Arts Center (PAC) and Nalanda Events Center (NEC) hosts various events and performances by university faculty, students, and visiting artists. Performances and special events are scheduled by academic departments and Office of Events staff. In addition, students may perform at informal venues (coffee houses, student dances, and works-in-progress evenings) and formal ones (arts concerts). Please contact your department and Student Affairs if you wish to be involved with events in PAC or NEC. Ticketing for all events is managed through Eventbrite by the Office of Events. Please discuss with them your desire to charge admission or collect RSVPs for your event.

RECORDING STUDIO

Naropa's Multitrack Digital Recording Studio (Nalanda Campus) gives students the chance to learn how to use recording equipment for creative and professional purposes and develop an understanding of the basic principles of acoustics and electronics as they pertain to sound transmission and recording. Independent use of the space requires successful completion of MUS280: Recording Studio I.

REHEARSAL SPACES

Rehearsal, performance and presentation space is available on both campuses. When the studios are not being used for classes or events, they may be available for student rehearsals.

Please see [Recording Studio and Rehearsal Spaces Policies](#) and [Use of University Property](#) for full details and policies governing the use of campus spaces.

RECREATIONAL SERVICES

Boulder Parks & Recreation <https://bouldercolorado.gov/government/departments/parks-recreation>

24 Hour Fitness <https://www.24hourfitness.com/gyms/boulder-co>

Crunch Boulder <https://www.crunch.com/locations/boulder>

SAFETY AND FACILITIES

Safety and Facilities 24 Hour Help Line: 720-309-8211

The Department of Safety and Facilities at Naropa University is dedicated to overseeing every facet of the university's physical plant, including maintenance, landscaping, custodial services, and campus safety. Their mission is to cultivate a secure and nurturing environment where the entire university community can thrive. This objective is realized through the collaborative efforts of the Campus Safety and Facilities staff, along with active participation from the broader community, ensuring a harmonious and well-maintained campus.

Taking responsibility for safeguarding personal belongings is crucial. It's important to keep bicycles and vehicles securely locked and not leave them unattended on campus overnight. Similarly, ensure that backpacks, purses, and valuables are always kept close and under your supervision. While the Department of Safety and Facilities oversees campus safety, it is a shared responsibility among everyone in the community to contribute to a secure environment. By being vigilant and proactive, we can collectively uphold safety standards and protect both personal belongings and the well-being of our community members. To help keep our campus safe we also employ a security firm that checks our campuses daily.

The Facilities Department at Naropa University plays a critical role in addressing safety concerns across all campuses. They are empowered to enforce Naropa policies and regulations and remain vigilant for any violations of Boulder city ordinances, as well as state and federal laws. Campus Safety staff are authorized to notify law enforcement about individuals suspected of criminal activity. Moreover, they have the authority to remove from Naropa property any individuals who present an immediate threat to the safety of the Naropa community and others. It is encouraged for all members of the community to actively participate in maintaining a safe environment by promptly reporting any suspicious activities or individuals to the Safety and Facilities Helpline. This collaborative effort ensures a secure and supportive atmosphere conducive to learning and personal growth at Naropa University.

The Safety and Facilities Department at Naropa University assumes responsibility for ensuring the security of all buildings on campus. They encourage every member of the community to promptly report any immediate concerns regarding safety. In addition to building security, Naropa staff oversee parking areas, issuing parking tickets when necessary and coordinating vehicle towing when appropriate. The Business Services Center manages the distribution of parking passes and handles payments for parking tickets. For any inquiries or concerns regarding campus safety within the Naropa University community, individuals are urged to reach out directly to the Safety and Facilities

Department. They are committed to fostering a safe and supportive environment for all members of the university community.

Emergency Notification System

Naropa University utilizes an Emergency Notification System to disseminate official information swiftly during emergencies. Depending on the nature and scale of the event, notifications can be delivered through several channels:

- Text messages to cell phones
- Emails to Naropa addresses
- Emergency updates on the Naropa home page at my.naropa.edu
- Pop-up notices on employees' networked computers
- Broadcast voicemail messages to Naropa phone extensions

All community members are automatically enrolled in the text messaging service, ensuring notifications reach individuals regardless of their physical location or access to email. This system plays a crucial role during university closures due to inclement weather, ensuring community members can adjust their plans to avoid hazardous road conditions or other dangers. By leveraging multiple communication channels, Naropa University enhances its ability to keep everyone informed and safe during emergencies.

LiveSafe App:

Download the LiveSafe app now by clicking on the link below or scanning the QR Code below:

[https://cdl.lvsafe.io/a/key_live_omgE0L6Izoy56qPxSDCfBbbgxunZi8xj?\\$deeplink_path=chooseorg&orgid=9207&sourceid=5&edc=1686937202000&hash=5060811635649](https://cdl.lvsafe.io/a/key_live_omgE0L6Izoy56qPxSDCfBbbgxunZi8xj?$deeplink_path=chooseorg&orgid=9207&sourceid=5&edc=1686937202000&hash=5060811635649)

Once downloaded, here is a quick guide to get you started:

1. Download the app.
2. Click on 'Forgot Password.'
3. Enter your Naropa email.
4. Open the email received and click on 'Reset Password.'
5. Follow the link to the Vector Solutions site to create your password.
6. Log in and start enjoying the app's features.

This app and its safety features are available to use for all Naropa students, faculty, and staff at no cost to you starting TODAY!

Should you encounter any technical challenges with getting onto the app, the Naropa Help Desk can assist further. Please reach out to them at helpdesk@naropa.edu.

FIRE PROCEDURE

Emergency: 911;
Safety and Facilities 24 Hour Line: 720-309-8211

When inside any Naropa University building, it's important to be aware of the locations of fire alarm pull stations, exits, and fire extinguishers. In the event of a fire alarm:

- **Evacuate Quickly and Calmly:** Respond promptly to fire alarms by evacuating the building swiftly and calmly, even if you suspect it might be a false alarm.
- **If You See a Fire:** If you encounter a fire that you cannot immediately extinguish, exit the building first, you can activate a fire alarm pull station if it is on your way out of the building, call 911, and then contact the Safety and Facilities 24-hour line. If there are no pull stations in the building, call 911 after safely leaving the premises.
- **Do Not Re-enter:** It's crucial not to re-enter any building after a fire alarm until the Fire Department confirms that it is safe to do so. This ensures your safety and allows emergency responders to effectively manage the situation.

By following these procedures, everyone can contribute to maintaining a safe environment and ensuring a swift response to fire emergencies at Naropa University.

FLOOD SAFETY

Naropa University's Arapahoe Campus, situated in a flood plain, has specific protocols in place for dealing with potential floods:

- **Emergency Notification:** In the event of an imminent flood, you will hear the county's emergency siren, followed by verbal instructions. It's crucial to heed these instructions promptly.
- **Evacuation to Higher Ground:** Move to higher ground as quickly as possible without crossing any floodwaters. The designated locations for seeking higher ground at Naropa's Arapahoe Campus are the second floor of the Lincoln Building, and then the Wulsin Building.
- **Stay Informed:** During flood season, stay updated on current alert status information through the LiveSafe App. This app provides real-time updates and ensures you have the latest information regarding flood conditions and safety measures.
- By following these guidelines and utilizing available resources like the LiveSafe App, Naropa University community members can effectively respond to and mitigate risks associated with floods, ensuring their safety and well-being during such emergencies.

TORNADOES

In the event of tornado danger at Naropa University, the county emergency siren will sound to alert the community:

- **Seek Shelter Immediately:** Proceed to the nearest designated tornado shelter on campus.

- **Lowest Level and Center of Building:** Once inside the shelter, move to the lowest level of the building possible. Stay in the center of the structure, away from windows, until the university or emergency personnel have issued an official all-clear signal.
- **Await Official Communication:** It's essential to remain in place until it is confirmed safe to leave. This ensures your safety and allows emergency responders to assess and manage the situation effectively.

By following these procedures during tornado alerts, Naropa University community members can minimize risks and ensure their safety until the threat has passed and authorities have provided clearance to resume normal activities.

URGENT MEDICAL CARE

Emergency: 911;

In case of a medical emergency at Naropa University, it's essential to follow these guidelines for prompt assistance:

- **Emergency Response:** Dial 911 for ambulance services. After calling 911, also contact the Naropa 24-hour helpline for additional assistance and coordination.
- **Naropa Phones:** For emergency calls from Naropa phones, dial 9-911 to reach emergency services.
- **Hospital Emergency Rooms:** For medical care requiring immediate attention, visit Boulder Community Hospital's emergency rooms at the following locations:
 - **Broadway Location:** 303-440-2037, entrance on Balsam Street, approximately one block west of Broadway.
 - **Foothills Location:** 720-854-7600, north of Arapahoe Avenue at the 47th Street traffic light.
- **Urgent Care Centers:** Nearby urgent care facilities include:
 1. **Concentra Urgent Care**
 - Hours: 8:00 AM – 5:00 PM
 - Address: 3300 28th St, Boulder, CO 80301
 - Phone: (303) 541-9090
 2. **American Family Care**
 - Hours: 8:00 AM – 7:00 PM
 - Address: 4800 Baseline Rd #106, Boulder, CO 80303
 - Phone: (303) 499-4800
 3. **Boulder Medical Center Urgent Care**
 - Hours: 8:00 AM – 7:00 PM
 - Address: 2750 Broadway #100, Boulder, CO 80304
 - Phone: (303) 440-3000
- **Emergency Protocol for Faculty and Staff:** All Naropa faculty and staff members must dial 911 in case of a medical emergency. It's important to note that faculty and staff are not authorized to administer medication or provide emergency medical care.

By following these procedures and utilizing the available resources, Naropa University ensures a swift and effective response to medical emergencies, prioritizing the health and safety of its community members.

FIRST AID

At Naropa University, first aid kits are conveniently located across each campus to ensure prompt access to basic medical supplies:

- **Arapahoe Campus:** First aid kits are available at:
 - Student Affairs Office, Wulsin Hall
 - SUN Office: Sycamore building
- **Nalanda Campus:** The first aid kit is situated on the second floor near in the Café.

These kits are stocked with essential items for providing initial care in case of minor injuries or medical incidents. Knowing the locations of these first aid kits can expedite response times and ensure the well-being of individuals on each campus of Naropa University.

BUILDING HOURS AND ACCESS

At Naropa University, building access and hours are managed carefully to ensure safety and security while accommodating academic and operational needs:

Building Hours During the Semester:

- **Monday–Friday:** 7:30 a.m. – 10:00 p.m.
- **Saturday & Sunday:** 7:30 a.m. – 10:00 p.m.
- **Holidays:** CLOSED

Intersession Hours (Between Semesters and Summer):

- **Monday-Friday:** 9:00 a.m. – 6:00 p.m.
- **Saturday and Sunday:** CLOSED
- **Holidays:** CLOSED

During Naropa holidays, all buildings remain closed. Specific dates can be found on the building hours webpage.

Access Outside Regular Hours:

- Access to buildings outside of regular hours is permitted only with a key or controlled access device issued or activated by the Assistant Director of Campus Safety.
- Exceptions to the above hours require approval from the Department of Safety and Facilities. A Request for Exception to Standard Building Hours form must be submitted at least ten working days in advance. This form is available in the Facilities Office for staff and faculty. Approval is not guaranteed.

- Safety and Facilities staff enforce building hours to ensure security and may lock classrooms and common areas earlier than posted if not in use.

Security Systems and Access:

- The Nalanda Campuses utilize controlled access security systems, limiting access during specified times. Students needing access during evenings or weekends should refer to MyNaropa.
- Incoming student ID cards are automatically programmed for access to Nalanda and Paramita campuses. For issues with access, such as lost cards or inadequate permissions, contact the Assistant Director of Campus Safety for assistance.

Adhering to these policies helps maintain a safe environment, reduces risks of vandalism and theft, and ensures the security and well-being of the Naropa University community.

SNOW DAYS

During snow days at Naropa University, students and faculty are notified promptly through the Emergency Alert System, ensuring everyone is informed of any class cancellations or closures. Additional information can be accessed through MyNaropa. For comprehensive updates on weather-related closings, including Naropa and other organizations, visit <http://www.thedenverchannel.com/weather/closings>.

For broadcast notifications:

- Tune in to channel 7, KMGH-TV.
- Listen to radio stations:
 - KGNU (FM 88.5)
 - KBCO (FM 97.3 and AM 1190)
 - KOA (AM 850)

These channels and stations will provide updates on closures to keep the Naropa community informed and safe during inclement weather

ACCESS TO UNIVERSITY OF COLORADO FAMILY HOUSING OPEN SPACE

The gate between the CU Family Housing Open Space and Naropa University was locked for a period. After positive and lengthy negotiations, the gate was unlocked. For it to remain open, Naropa's students, staff, and faculty must abide by the guidelines. If we abuse our access to the property and do not respect the regulations, the gate will be locked permanently. Please remember that there are children nearby, so be mindful of your language and behavior when on CU Family Housing property. It is our responsibility to honor the agreement. Thanks for sustaining quality relations with our neighbors.

Guidelines for use of the property:

- Observe quiet hours: 1–3 p.m.; 9 p.m.–7 a.m. daily.
- Clean up and remove all personal property and litter.

- No pets allowed.
- No nudity at any time.
- Climbing trees is prohibited.
- No parking at Children's Center or Family Housing.

STUDENT ACTIVITIES, ENGAGEMENT & INVOLVEMENT

DIRECTOR OF CAMPUS AND RESIDENTIAL LIFE

303-546-3549 | staylor@naropa.edu

REGISTERED STUDENT ORGANIZATIONS

Student groups are student-led organizations that are officially recognized by the Office of Campus & Residential Life and our Student Union of Naropa (SUN). Registered student groups can request Student Activity Fee money to support their activities and community offerings.

Joining a student group, or starting a new one, is a powerful way to build community, engage in activities or practices that you enjoy, and develop a variety of skills, such as time-management, event coordination, organizing, and leadership.

If you are interested in starting or re-igniting a student group, please contact Stephan Taylor at staylor@naropa.edu or SUN at sunofficers@naropa.edu to set up a meeting.

To see a current list of student groups, visit the [Student Groups and Organizations page](#) on MyNaropa. As new student groups are formed and old ones are reactivated, the current list of them, along with a contact email, will be included in the Naropa Weekly e-newsletter that you receive via email.

STUDENT EVENTS

The Beloved Community Newsletter, sent to your student email every week by MCIC, includes a listing of upcoming events for the week. There is also an events calendar on the present on the [MyNaropa Student Homepage](#).

If you or a student organization you are a member of would like to have an event advertised on the events calendar, please email the Director of Campus & Residential Life at staylor@naropa.edu.

STUDENT UNION OF NAROPA (SUN)

sunofficers@naropa.edu | <https://naropa.sharepoint.com/sites/StudentUnionofNaropa>

SUN is a student run organization that operates within Naropa University for the benefit of the student body as a whole. Over the years, SUN has been influential in the creation of university policy, serving as a liaison between students and the university regarding advocacy, budget decisions, and more. SUN works to empower students by providing the opportunity to engage in meaningful work. SUN is comprised of 8 student representatives, including 2 Co-Chairs, a Student Trustee, Treasurer, Events Coordinator, Communications and Social Media Guardian, a Student Liaison, and a Delegate Coordinator. SUN uses student activity fees to host events and fund student groups, uses a democratic voting process to make decisions, works as the advocacy force for students, and holds weekly meetings open to all students in the SUN office in the Pamela Krasney Pavilion/Sycamore Hall.

SUN gathers and represents the student voice, empowers student engagement, and provides and supports student leadership. SUN is composed of students representing their peers with a focus on student action, connections, and communication among the departments, and ensuring student input in decision making. This body also organizes and supports student life beyond the classroom, planning various campus activities, overseeing student lounges, and supervising student organizations.

“As for the students themselves, they should have certain chosen leaders or representatives, selected within each field of study. Some guidelines as to what sort of individuals these representatives should be:

- Sympathetic to the overall development of the university;
- Insightful and willing to be critical;
- Having a certain basic sophistication in their vision of fellow students and in general;
- Free from dogma, fads, and subjective trips;
- Dedicated to a sense of personal journey rather than self-aggrandizement.”

—Chögyam Trungpa Rinpoche

What Does the SUN Do?

- Secures representation from academic departments
- Elects the Board of Trustees’ Student Trustee, who is also an active SUN member
- Bridges communication between departments and students
- Communicates to SUN members’ respective departments and students
- Seats student representatives on university committees, including the board of trustees
- Gathers students’ voices regarding educational experience and concerns
- Provides students with avenues for action
- Actively engages in retention and support of underrepresented groups
- Sponsors community-building events, such as open mics, coffee houses, and dances
- Designs and supports culturally diverse programming
- Supports student engagement on-campus and in the local communities
- Provides leadership training and recognition of student leaders
- Co-creates town halls
- Coordinates student organizations by supporting the groups’ formation, offering them resources, holding them accountable, and providing funding for student organizations and their events

DIVISION OF DEVELOPMENT, ENROLLMENT, AND STUDENT SUCCESS (DESS)

DESS and the Office of the Dean of Students | 303-245-4662

The Division of Development, Enrollment, and Student Success is responsible for the overall vision and effectiveness of student services at Naropa University, which function to create a campus environment that complements and supports the academic mission of the university, promotes student safety and wellbeing, and enriches the quality of student life. The Vice-President for Development, Enrollment, and Student Success along with the Office of the Dean of Students supervises and oversees the various student affairs functional areas, including: campus and residential life, conduct, career and life development, accessibility resources, student accountability (student conduct) and student support, international student and scholar services, academic

advising, civil rights & Title IX, parent and family relations, and new student orientation. The Dean of Students Office is the university's primary student accountability (student conduct) and support arm and the first contact for students who are navigating challenges and need more support.

Located in the Wulsin Building, the Office of Student Success and Office of the Dean of Students promote an integrated approach to education by viewing learning as a key element of its mission and working in collaboration with the academic side of the university to this end. These offices include in their mandate overseeing the general welfare and quality of life of students from their entry into the university through graduation and entry into the work world. The Vice-President of Development, Enrollment, and Student Success supervises these areas and is an advocate for the student voice with college staff and faculty on all policy issues and other matters of concern to the student body.

GETTING THE MOST FROM THE OFFICE OF THE DEAN OF STUDENTS OFFICE

As students orient to life at Naropa, questions and problems may arise from time to time. The function of the Office of the Dean of Students is to support students and provide resource referrals when needed. Please contact the Dean of Students or Student Success staff for help. Student Success is responsible for coordinating information or services offered to Naropa students, including general information, activities and recreation, bulletin boards, bus passes, campus conflict & disciplinary issues, career services, computer labs, spiritual life, counseling referrals, accessibility resources, first aid, graduation, health insurance, housing, international student assistance, lost and found, volunteering, orientation, student housing, student leadership, student organizations, diversity issues, and student government (contact Student Success for more information.)

One of the main functions of Student Success is to guide students to on-campus and online resources and point them to resources available in the Boulder community. Referrals and resources are available for housing, healthcare, health insurance, counseling, food resources, emergency needs, childcare, and more. Resources range from books and journals in our offices, to bulletin boards listing events and services, SharePoint and computerized databases.

Boulder has a strong network of agencies and services that are of great benefit to students. The city has a reputation as a center for sports and fitness, but it also offers an array of cultural events that are comparable to those of larger cities. Boulder is stimulating and always entertaining, and the Student Success staff can help students discover its offerings.

DEVELOPMENT, ENROLLMENT, AND STUDENT SUCCESS LEADERSHIP

Please refer to the sections in the Student Handbook for each office below.

- Vice-President of Development, Enrollment, and Student Success
- Dean of Students
- Office of Civil Rights & Title IX
- Director of Campus and Residential Life
- Assistant Vice President of Marketing
- Assistant Vice President of Admissions and Strategic Initiatives
- Senior Director of Advising
- Director of Accessibility Resources
- International Students and Scholars Services
- Office of Student Accountability & Advocacy

STUDENT IDENTIFICATION CARDS (IDS)

303-546-3562

Each enrolled student is issued a student identification card during New Student Orientation. It is the student's responsibility to protect their identification card, which includes their name and student ID number. The ID card is a smart card that works as the student's library card, provides access to all the printing stations on campus, and is used to access all doors on campus buildings, including residence halls. If students lose their ID card, they should visit Student Success to have their ID card reissued.

REGENERATION RESILIENCE AND SUSTAINABILITY

Naropa's value to "awaken and renew ecological interconnection and commit to regenerative practices, choices, and leadership' is a leading model for responding to the challenges of our climate crisis, social-ecological justice, and planetary healing.

Regeneration differs from traditional sustainability by seeking to restore and enhance, not just sustain or minimize harm. It is a holistic, ambitious approach that aligns with Naropa's mission by integrating ecological restoration, social justice, and contemplative awareness at both institutional and individual levels. In practice, this means moving from maintaining the status quo to actively participating in the renewal of people, places, and the planet.

Our field of awareness, compassion and kindness expands from the individual to encompass all life and life-giving systems. Our commitment cuts across boundaries of discipline and philosophy and strives for a society founded on earth-based systems, universal human rights, economic justice, and a culture of peace.

Naropa University is committed to regeneration-in-action; employing strategic initiatives to move the community towards specific goals, such as, but not limited to, zero waste, food and water security, climate neutrality, and 100% renewable energy. Our commitment to ecological interconnection and regenerative practices educates and prepares each member of the Naropa University community to live and act with awareness and respect for oneself, all sentient beings, and the natural world.

Community members are welcome to participate in the Naropa ReGen Network to help guide the institution towards more regenerative practices designed to meet our climate neutrality goals. These efforts are led by the Joanna Macy Center for Resilience and Regeneration under the direction of the Division of Mission Culture and Inclusive Community.

LEADERSHIP AND STUDENT INVOLVEMENT IN SUSTAINABILITY

Naropa Sustainability Council

The Naropa Sustainability council is a student-run organization focused on radical innovation and practical action for sustainability initiatives at Naropa. The mission of the Naropa Sustainability Council (NSC) is to support the University in its endeavors as stated in Naropa's Sustainability Statement and outlined in Naropa's Climate Action Plan (CAP). The NSC serves to develop and engage students by providing leadership and campus engagement opportunities. All Naropa students (prospective, current and alum) are welcome to take part in NSC meetings and projects.

SUSTAINABILITY EVENTS

Naropa hosts two Sustainability events annually:

- Campus Sustainability Day – fall semester. Let's build a Nega-watt power plant together! Sustainability Day is our annual event highlighting the daily practice of social, economic and ecological sustainability. Through game-play, sharing, resources and challenges, we celebrate our continued path toward a more sustainable, resilient future.
- Earth Justice Day – spring semester. Ecological justice is social justice. Each year, Naropa hosts "Earth Justice Day", where students, staff, faculty and the wider Boulder community come together and enjoy workshops, performances and a resource fair that illuminate the inextricable relationship between environmental justice and social justice issues, and live into a more socially-inclusive and ecologically-aware institution.

ALTERNATIVE TRANSPORTATION

Naropa University strives to set an example by modeling a cleaner and healthier future that serves our values with integrity and honor. We provide opportunities to access more sustainable transportation options in numerous ways, so you can meet your transportation needs easily, every day. Additionally, Naropa University's Arapahoe Campus has limited parking; therefore, students, staff, and faculty are encouraged not to drive to campus.

Recognizing the positive effects of public transportation, Naropa University provides mass transit bus passes to all faculty, staff, and full-time, residential students. Moreover, students are encouraged to make use of the Naropa Bike Shack, Cruiser Loaner program as well as Colorado CarShare carpooling and permit sharing.

Boulder and the surrounding Front Range have extensive bus and bicycle commuter systems. The combination of bus and bike routes makes it easy to commute without a car while attending Naropa University. Our most effective alternative transportation modes (many of which are operated by third parties) are presented below to assist students in planning. The inclusion or exclusion of any service is not an endorsement of the transportation services.

RTD CollegePass

www.rtd-denver.com | 303-229-6000

Every residential degree-seeking student receives an RTD CollegePass. Students pay for this bus pass as part of the registration fee and receive it following tuition payment each semester. The pass offers free and discounted transportation on all regional bus routes including passage to Denver, Denver International Airport, and Eldora Ski Mountain. Several buses come directly to or near Naropa University's campus locations. For more information about bus schedules or maps, contact RTD directly at 303-299-6000 or visit rtd-denver.com. The RTD CollegePass is a smart card that renews automatically as long as you are enrolled at Naropa University.

Additional information can be found online. For student bus pass questions and summer student bus passes, contact Student Affairs. For questions regarding specific bus routes, contact RTD.

Carpooling/Permit Sharing

Sharing rides or parking permits is an excellent way to reduce expenses, parking concerns, and air pollution. Sharing parking permits with other drivers is encouraged at Naropa as a means of sharing costs and reducing the number of cars in our lots.

Car Sharing

carshare.org | 303-271-3510

Colorado CarShare is a nonprofit organization that provides and promotes alternatives to individual car ownership, thereby reducing the environmental and social impacts associated with motor vehicle use. Members of car-sharing organizations pay dues and usage fees to the organization and in return they have access to economical, reliable, and fuel-efficient vehicles. There is one VIP parking spot for Colorado CarShare cars at the Arapahoe campus and two at the 2333 Arapahoe residence hall. **Save \$\$\$ by using promo code: *NaropaWeb*** Just apply with the promo code and **your naropa .edu email** to have \$25 driving credit added to your Colorado CarShare account.

THE OFFICE OF CIVIL RIGHTS AND TITLE IX | TITLEIX@NAROPA.EDU

Civil Rights Compliance & Title IX Coordinator

[Office of Civil Rights and Title IX | Naropa University](#)

The Office of Civil Rights and Title IX offers fair and compliant approaches to reports of protected class discrimination and sexual misconduct. The office is committed to fostering an equitable learning and working environment for Naropa students, faculty, staff, and community members that is free from discrimination and harassment. Additionally, this Office provides opportunities to report incidents and guides individuals through the *Naropa University Equal Opportunity, Harassment, and Non-Discrimination Policy (for all faculty, students, employees and third parties)*, which aligns with Colorado and Federal laws.

Aside from navigating reports, this Office seeks to support those students with a variety of needs, including but not limited to accommodations for pregnancy and pregnancy-related conditions (IVF, lactation, miscarriage, abortion, etc.), religious accommodations, and safety and supportive measures for those impacted by sexual harassment or discrimination (including referrals to on- and off-campus resources). Students wanting to learn more about safety and supportive measures, pregnancy or religious accommodations, or needing to make a [report](#) should email titleix@naropa.edu to determine eligibility and next steps. Visit the [Civil Rights and Title IX webpage](#) for more information.

WORK STUDY AND STUDENT EMPLOYMENT

[Student Employment Opportunities](#)

The federal College Work-Study Program (FWS), Colorado Work-Study (COWS), and Naropa Student Employment Program (NSEP) are collectively referred to as “Student Employment” and are administered by the Department of Human Resources in conjunction with the Office of Student Financial Services. FWS is a federally funded work program available to students who are qualified U.S. citizens or eligible noncitizens who demonstrate financial need. COWS is a state funded work program available to qualifying Colorado residents who demonstrate financial need (not offered in 2026/2027 due to CO State budget restrictions). NSEP is a university-funded work program available to international students who qualify through the Financial Aid Office. In order to participate in the student employment program, you must have some type of student employment awarded as part of your financial aid package. Students who have not been awarded student employment may request

a secondary review to determine possible eligibility, based on available funds. You must also be a degree-seeking student enrolled in at least 6 credits of required courses to be eligible for student employment. If you are a first-time work-study student, you must submit a New Hire paperwork packet within three days of your first day of work, including proper I-9 identification showing employment eligibility. These documents are required by federal law. For more information, please refer to the work-study handbook on MyNaropa, found in the work-study section under “Employee.”

WRITING CENTER

Naropa Writing Center
Wulsin Hall, 2nd floor | 303-245-4606
nwc@naropa.edu

Appointments: naropa.mywconline.com

The Naropa Writing Center, also known as the NWC, provides the Naropa Community with mutual aid in every stage of the writing process. Our graduate assistant peer consultants provide a collaborative, empathetic space for a writer's process, no matter the writing project. Students, staff, faculty, and alumni experiment, take risks, and hone their work in one-on-one meetings with peer consultants. The NWC helps our community gain confidence, focus, and feel supported through face-to-face on campus, synchronous online writing sessions, and asynchronous e-tutoring appointments. 25 and 50-minute appointments are available; walk-ins are welcome.

ADDITIONAL POLICIES AND STATEMENTS

ACADEMIC HONESTY POLICY

Naropa University is committed to providing an environment that encourages all students (undergraduate and graduate) to create, learn, and exchange and share knowledge responsibly. Our community entrusts our students and faculty to truthfully pursue knowledge and report their discoveries in an honest and mindful way. Any deliberate falsehood or misrepresentation of these practices undermines not only the stature of the University, but also the integrity of the community as a whole.

Academic standards are necessary for fulfilling the University's mission, as well as its motto: Transform Yourself, Transform the World. These standards are also necessary for evaluating the quality of student work in a fair manner. All forms of academic dishonesty, including cheating, facilitating academic dishonesty, plagiarism, and violations of Naropa University's Artificial Intelligence (AI) policy are violations of the Naropa's Code of Conduct.

Reason for Policy

Some actions cannot be tolerated because they seriously interfere with the basic purposes and processes of an academic community or with the rights afforded by other members of the community. By formulating an academic policy and procedures, Naropa reaffirms the principle of student academic achievement combined with personal responsibility and accountability for individual action and the consequences of that action. Such a policy applies to all students enrolled at Naropa University and in any work performed in a particular course or program of study.

Definition of Academic Dishonesty

Academic dishonesty is the act of wrongfully using or attempting to use unauthorized materials, information, study aids, or the ideas or work of another to gain an unfair advantage. Academic Dishonesty extends to any coursework, application materials, or any other university project. It includes, but is not limited to:

- plagiarism on any assignment;
- colluding, giving unauthorized aid to another student, or receiving unauthorized aid from another person on tests, quizzes, assignments, examinations;
- taking an exam for another student, or buying or using a term paper;
- using or consulting unauthorized materials or using unauthorized equipment or devices on tests, quizzes, assignments, or examinations;
- altering, fabricating, or falsifying any information on tests, quizzes, assignments, or examinations;
- using any material portion of a paper or project to fulfill the requirements of more than one course unless the student has received prior faculty permission to do so, or without citing or attributing the previous submission;
- using artificial intelligence (AI) in a manner that violates Naropa University's AI Policy.

Naropa University's AI Policy is that the use of AI is not permitted for any coursework, application materials, or other university projects, without permission of the faculty member and without proper credit and citation. Naropa University faculty may outline the level of acceptable AI use within their specific syllabus. Students are expected to check their syllabus for faculty who may allow more permissive ethical use of AI. Violations of the AI policy will be assessed based upon whether the student violated the

policy outlined in the syllabus of that class. If no explicit AI use is outlined within the syllabus, there is a full prohibition for the use of AI.

Plagiarism

Plagiarism is the presentation or use of another person's product, ideas, words, or data as one's own work. When a student submits work for credit that includes the product, ideas, words, or data of others, the source **must** be acknowledged and cited by the use of complete, accurate, and specific references, such as footnotes, endnotes utilizing APA, Chicago, MLA, or any of the reference styles requested by the instructor of the class. When a student places their name on work submitted for credit, the student certifies the originality of all work not otherwise identified by appropriate acknowledgments.

A student will be charged with plagiarism if there is not an acknowledgment of indebtedness. Acknowledgment must be made whenever

- One quotes another person's actual words or replicates part of another's product;
- One uses another person's ideas, opinions, work, data, or theories, even if they are completely paraphrased in one's own words;
- One borrows facts, statistics, or other illustrative materials, unless the information is common knowledge (already published in at least three other sources without citation).

Tips for Avoiding Plagiarism

Detailed guidelines are available in the Chicago Manual of Style (MLA), the Publication Manual of the American Psychological Association (APA), and similar publications (on reserve in the library reference shelves). Please talk with your department and faculty members for more information. The following are examples of common citation errors:

- Information that is considered common knowledge does not need a citation. If in doubt about what is common knowledge, please check with your instructor.
- Specific wording and/or use of an author's ideas must bear a citation.
- The paraphrasing of another's ideas must bear a citation.

Making a Complaint

Any person who identifies a suspected case of academic dishonesty can report the incident via the Naropa Reporting Form.

Reports and complaints of suspected academic dishonesty in the case of an undergraduate student/course should be forwarded to the Dean of Naropa College.

Reports and complaints of suspected academic dishonesty will be forwarded to the respective Dean of the Responding Party's course or academic program of study (Dean of Naropa College, Dean of the Grad Collective, or Dean of Graduate School of Counseling).

The respective Dean is charged with overseeing the investigation as necessary. In the case of more serious violations of academic dishonesty, including more than two prior violations, the case may be referred to the Chief Academic Officer who will make a recommendation back to an appropriate official. The official charged with the investigation may collaborate with the Dean of Students' Office to support their investigation process.

Resolution of Academic Dishonesty Concerns

Suspected violations of the Academic Dishonesty policy, including the Artificial Intelligence policy, will be adjudicated through the procedures set forth.

First-Level Violation

First-level academic dishonesty violations whereby the student admits to engaging in academic dishonesty may be resolved between the respective faculty for the class and the student. The faculty are expected to document this incident with the Office of Student Accountability within the Dean of Students Office to ascertain if this is a first-level academic dishonesty concern. If this may progress to resolution between the faculty and the student, the resolution process will also be documented with the Office of Student Accountability.

It is the impacted faculty's discretion if they seek to resolve eligible violations in this manner. The faculty reserves the right to refer the suspected academic dishonesty to the respective academic Dean for resolution even in circumstances where there is a first-level violation and the student admits responsibility to the academic dishonesty.

Faculty are encouraged to exercise discretion about whether they allow a student to re-submit the assignment or to fail. Faculty are encouraged to consider resolution options that provide a balance of support and accountability for students with a first-level violation of academic dishonesty that they take responsibility for. This may include, but is not limited to, having the student write a reflection on the relevant academic dishonesty or have an appointment with Naropa University's Writing Center. If the student denies academic dishonesty, or if the academic dishonesty is considered egregious, or if there is repeated academic dishonesty, the matter is referred for further investigation.

Investigations

Investigations into academic dishonesty will be conducted in the following circumstances:

- A student has previously had a resolved academic dishonesty violation with a faculty member or is in the process of resolution.
- A student denies engaging in academic dishonesty.
- The suspected academic dishonesty is egregious in nature, including but not limited to, repeated academic dishonesty in several assignments.
- Any other incidents are at the discretion of the respective Department Chair or Academic Dean or Chief Academic Officer.

In the event of academic dishonesty in an undergraduate course, the relevant Department Chair or Academic Dean will investigate the alleged academic dishonesty. Whereas in the event of academic dishonesty in a graduate course, the relevant Department Chair or Dean of the Grad Collective or Dean of Graduate School of Counseling will investigate the alleged academic dishonesty. If a student has more than two academic dishonesty violations, this may be referred to the Chief Academic Officer for further investigation.

The investigation shall include reviewing the evidence produced by the Reporting Party, interviewing the Responding Party, reviewing materials produced by the Responding Party and/or Reporting Party, and interviewing any identified witnesses. The investigation shall conclude with a written report determining whether academic dishonesty has occurred using a preponderance of the evidence standard, which will be sent to the Dean of Students' Office. The assigned investigating officer will collaborate with the Dean of Students' Office to assign any applicable sanctions if there is a finding of responsibility.

Disciplinary Action/Sanctions

The first instance of academic dishonesty may include faculty-student resolution or disciplinary action up to and including failure in the course. Second and subsequent instances of academic dishonesty for the same student sanctions may be up to and including suspension, expulsion, or revocation of a degree.

If a student is found responsible for violating the academic integrity policy, the Dean of Students' Office can assign sanctions that best fit the policy violation. These include but are not limited to:

- A written letter of warning that a student's behavior is in violation of University's regulations or standards, which clarifies expectations of appropriate behavior in the future.
- A reflective essay on the use of academic dishonesty and how to avoid this in future.
- A formal apology, in writing or in person.
- Academic integrity projects.
- Statements of purpose and values.
- Planning or attending educational programs about academic integrity.
- Participating in educational training or e-learning on academic dishonesty.
- Engaging in sessions or workshops with the Naropa Writing Center and/or Academic Coaches.
- Academic Probation.
- Suspension from the program or Naropa University.
- Expulsion from the University.
- Revocation of Degree.
- Any other sanctions as applicable and at the discretion of the Dean of Students' Office and investigating officer.

Appeals Process

A Responding party may only file an appeal to the findings and/or sanctions in following circumstances:

- Where there is demonstrated conflict of interest from the adjudicating officer, such as a personal interest, financial gain, or close relationship.
- Where there is a procedural error.
- Where relevant, previously unavailable information could significantly impact the outcome of the investigation.

The Responding Party must note whether they are appealing the finding or appealing the sanction as substantially disproportionate to the findings. The review of the appeal will be based on the existing record or any new, relevant and previously unavailable information provided. A letter detailing reasons for an appeal must be submitted to the Dean of Students' Office at deanofstudentsoffice@naropa.edu within ten (10) business days of the issuance of the notice of the outcome. The Chief Academic Officer may serve as the appeals officer or may assign the appeal to a school official who has had no prior involvement with the case to act as the appeals officer. The appeals officer will review the investigative findings and any arguments made by the Responding Party, including any new, previously unknown information. The appeals officer shall determine whether the appeal meets the grounds established above. If deemed appropriate by the appeals officer, the appeals officer may elect to refer the matter to the adjudicating officer to consider new evidence, amend the original findings, or issue new or amended sanctions recommendations. The decision of the appeals officer is final.

Graduation, Withdrawal, or Leave of Absence within Academic Dishonesty Proceedings

Should the Responding Party graduate, decide to Withdraw from the institution, or should they decide to take a temporary Leave of Absence, Naropa University has the right to proceed with the Academic Dishonesty process and hear the case in their absence. Should the Responding Party permanently Withdraw or Graduate and express no intent to return, it is at the discretion of the individual assigned to the investigation whether to hear the case in their absence, or to dismiss the

case due to lack of disciplinary authority at the time of resolution. If the Responding Party seeks re-entry to the institution following a Withdrawal or Graduation without resolution of an Academic Dishonesty case and disciplinary authority may return, their reentry is conditional upon resolution of the complaint. This includes, but is not limited to, completing required sanctions upon return. If the Responding Party is on a temporary Leave of Absence, they may continue to participate in the Academic Dishonesty process while not being an active student. It is at the discretion of the individual assigned to the investigation if they are to hold the process by placing a Registration hold on their account and continuing upon the Responding Party's return to the institution. This will be considered for medically necessary circumstances. In such a case, the assigned investigator will consider the importance of evidence retention in this decision. Should the Reporting Party decide to Withdraw from the institution, take a Leave of Absence, or graduate, Naropa University retains the right to proceed with the Academic Dishonesty process. The assigned investigator will collaborate with the Dean of Students' Office in decision-making for cases where the Responding Party graduates, withdraws, or takes a leave of absence from the institution to determine the best course of action.

DISABILITY LAWS AND STUDENT ACCOMMODATIONS

Disability Rights and Accommodations in Higher Education

Naropa University is committed to supporting students with disabilities in compliance with the Americans with Disabilities Act (ADA) of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973.

Under these laws, an individual with a disability is defined as someone who:

- has a physical or mental impairment that substantially limits one or more major life activities (e.g., learning, reading, concentrating, walking, seeing, hearing);
- has a record of such an impairment; or
- is regarded as having such an impairment.

To be considered for accommodations at Naropa, students must submit current and appropriate medical documentation demonstrating how their condition meets the legal definition of a disability and how it functionally impacts them within an academic environment.

The determination of disability status is based on the extent to which the condition substantially limits one or more major life activities. This includes consideration of the nature, severity, duration, and impact of the condition—not solely the diagnosis itself.

If you believe you may be eligible for accommodations, we encourage you to begin the process by contacting the Office of Accessibility Resources.

Individuals Regarded as Having a Disability

Under federal disability laws, individuals who do not have a disability but are perceived or regarded as having one are also protected from discrimination.

At Naropa, accommodation determinations are made on a case-by-case basis. The Office of Accessibility Resources (OAR) reviews documentation and engages in an interactive process to determine reasonable and appropriate accommodations based on a student's specific access needs and functional limitations.

If you identify with the term neurodivergent—which is an umbrella term rather than a legal or clinical classification—you may or may not qualify for accommodations under the ADA. We encourage you to contact OAR to discuss your circumstances and determine whether you may be eligible for academic accommodations, support, or services.

Decision-Making About Reasonable Accommodations

Reasonable accommodations are modifications to a course, service, policy, procedure, activity, or facility that provide individuals with disabilities equitable access to the same benefits, privileges, and opportunities available to individuals without disabilities.

The university is legally obligated to provide reasonable accommodations for the known limitations of otherwise qualified individuals with disabilities. However, accommodations are not considered reasonable if they would fundamentally alter essential components of a course or program, or if they would impose an undue administrative or financial burden on the institution. While access is a central priority, accommodations must also preserve the essential academic and programmatic standards of the university.

Determining what constitutes a reasonable accommodation is an individualized and interactive process. Relevant faculty and staff may be consulted to help identify the essential components of a course, program, or activity, as well as the specific access needs of the student. Students are expected to actively participate in this process and may be provided with either the requested accommodation or an alternative, equally effective accommodation determined by the university.

The determination is based on several considerations, including:

- the barriers created by the interaction between the student's disability and the academic or physical environment;
- potential accommodations that could mitigate or eliminate those barriers;
- whether the student has equal access without accommodations;
- whether proposed accommodations would fundamentally alter essential elements of the course, program, or activity; and
- whether proposed accommodations would create an undue hardship for the university.

Documentation

- Students requesting disability accommodations must submit current and comprehensive documentation from a qualified healthcare provider. The Office of Accessibility Resources (OAR) approves the use of accommodations after a student submits a direct request and provides documentation that meets Naropa's established guidelines. These guidelines are informed by the Association on Higher Education and Disability (AHEAD).

- Recommendations for reasonable and effective accommodations are based on the functional limitations of a student's condition, as documented by licensed professionals. Faculty will be informed of approved academic accommodations through an accommodation notification letter, prepared and emailed by OAR.
- Students are responsible for providing documentation that supports any request for accommodations.

Documentation Requirements

- **Provider Information:** Must be on the provider's official letterhead, typed, signed, and dated.
- **Patient Identification:** Must clearly state the student's full name.
- **Diagnosis:** Must include a formal diagnosis with the appropriate DSM-5-TR or ICD-11 codes. The diagnosis must be made by a provider whose qualifications align with the condition for which accommodations are being requested.
- **Functional Limitations:** Must clearly describe how the diagnosed condition affects the student's daily functioning, particularly in an educational environment.
- **Provider Credentials:** Must include the provider's full name, title, license number, contact information, and signature.
- **Recommended Accommodations:** Should include suggested accommodations based on the provider's professional judgment of the student's functional limitations.
- Please note that documentation should be current—preferably within the last three years—and sufficiently detailed to support the need for accommodations in a postsecondary setting. Incomplete documentation may delay the review process.
- Students are encouraged to reach out to OAR with any questions or to discuss their documentation before submission.

Process for Requesting Accommodations

Students requesting disability-related accommodations at Naropa University are required to provide documentation of a disability in order to establish eligibility under the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, and Naropa's Office of Accessibility Resources (OAR) policies and procedures.

The following steps outline the process for requesting accommodations:

1. **Submit an Online Application**
Complete the [Public Accommodation Request](#) through the Accessibility Resources portal.
2. **Submit Medical Documentation**
Upload your documentation through the online application or submit it via email or in person. Documentation must meet Naropa's established guidelines.
3. **Schedule an Intake Appointment**
Meet with the Office of Accessibility Resources to review your documentation and discuss your access needs. The intake includes a conversation about how accommodations may be implemented in your courses and campus life.
4. **Accessing Accommodations Each Semester**
If approved for accommodations, students will receive access to the Accessibility Resources portal. Accommodation notification letters are automatically generated and sent to faculty

at the beginning of each semester for enrolled courses. Students should review their accommodations each semester and contact OAR if adjustments or updates may be needed.

5. Accommodation Letters Sent to Faculty

Once semester requests are submitted, OAR will send accommodation notification letters to instructors.

6. Discuss Implementation with Faculty

After instructors receive the accommodation letters, students are encouraged to meet with faculty to discuss how accommodations will be implemented within the context of each course.

ALCOHOL AND OTHER DRUGS POLICY AND STATEMENT

STANDARDS OF CONDUCT

In compliance with the requirements of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1985, Naropa University prohibits unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind, and of any amount. These prohibitions include medical and recreational marijuana. These prohibitions cover any Naropa University property or Naropa owned/leased facility or as part of a Naropa activity, except at those events approved by the university to allow alcohol. Violations may lead to disciplinary action including probation, suspension, and expulsion or termination depending on the gravity of the violation. Violators may be reported to the appropriate authorities.

Further information on Naropa University's drug-free school and workplace policy is available in the Office of the Dean of Students. A copy of the Department of Health, Alcohol and Drug Abuse Division, Licensed Treatment Programs shall be filed in the office of the Director of Human Resources.

Naropa University's alcohol and other drug policies reflect current interpretations of state and local laws governing the use, distribution, and consumption of alcohol and other drugs (see Prohibited Conduct) and is in compliance with the Drug-Free Workplace Act of 1988. The belief of Naropa University is that by increasing awareness and knowledge about alcohol and other drugs, you may be assisted in making rational and appropriate decisions about their use. The university is neither a sanctuary protecting those who violate the law nor a police agency enforcing it. Violations of the university's alcohol policy may result in disciplinary action.

In addition to Naropa's internal disciplinary sanctions, any student who is convicted of unlawful use, possession, distribution, or manufacture or dispensing of illicit drugs or alcohol may be subject to applicable criminal sanctions under local, state, and federal law.

ALCOHOL

Colorado law prohibits consumption of alcoholic beverages by people under age twenty-one. The law also imposes social host liability on people who serve alcohol, or permit it to be served to minors, visibly intoxicated persons, or habitual drunkards.

MARIJUANA & PSILOCYBIN

Use or possession of marijuana, including medical marijuana used or possessed under Colorado Constitution Article 18, section 14, is strictly prohibited on Naropa University property or Naropa-owned/leased facility or as part of a Naropa activity. The use of marijuana is prohibited at all designated smoking areas on all Naropa campuses, owned/leased properties, including residence halls. The state constitutional amendment authorizing individuals over the age of 21 to

recreationally use marijuana (“Amendment 64”) does not change this prohibition or authorize a student to use marijuana. Federal law, including the Drug Free Schools Act, continues to prohibit marijuana. Thus, marijuana use, even if in compliance with Amendment 64, is prohibited.

Possession of a valid and appropriately held Medical Marijuana Registry identification card does not authorize a Naropa University student or their guests to possess, use, or distribute marijuana in the university residence hall, university-owned property, in any public area of the university, or any property the university rents for educational purposes. Students who violate this policy are in violation of the Code of Conduct and are subject to sanctions. Despite the state of Colorado’s legalization of marijuana, it is still a violation of federal law to be in possession of such substances. Furthermore, its effects on students on campus can be a detriment to those who may be in sobriety.

Furthermore, other substances that may be legalized for recreational use and/or prescribed for therapeutic or medical purposes under Colorado State law, including psilocybin and psilocin, are also subject to the provisions of the Drug Free School Act under federal law. The Colorado state Proposition 122 that authorized the legal recreational use of psychedelic substances such as psilocybin mushrooms for adults 21 and older does not change this prohibition. Use or possession of any substances that may be legally permitted under state law are strictly prohibited on Naropa University property, or any Naropa-owned/leased facility or under any Naropa-sponsored educational activity. Students who violate this policy will be subject to disciplinary action per Naropa University’s Code of Conduct.

Health Risks Associated with Alcohol

There are both short- and long-term health risks associated with drinking over time. These risks include damage to the heart, liver, and brain. However, it should be noted that the vast majority of our health risks occur over the course of a single evening, not after decades of abuse. A college-aged student has a much higher risk of an alcohol-related injury caused by a car crash, slipping or falling, getting into a fight, etc., than developing cirrhosis of the liver” (Source: Bacchus Network). Alcohol-related automobile accidents are the number one cause of death among people ages fifteen through twenty-four. Approximately 50 percent of all youthful deaths from drowning, fires, suicide, and homicide are alcohol related. Furthermore, alcohol and other drug use is often a factor in sexual assault.

Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse, as well as dangerous risk-taking behavior. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol can be fatal.

Long-term health risks are important to know because if a person is currently a heavy drinker, has been so in the past, or plans on continuing drinking in this manner in the future, that person ought to know the consequences and damage.

Health Risks Associated with Illicit Drugs

Drugs interfere with the brain’s ability to take in, sort, and synthesize information. They distort perception, which can lead users to harm themselves or others. Drug use also affects sensation and impairs memory.

Assistance in Recognizing and Dealing with the Abuse of Alcohol and Illegal Drugs

There are several avenues of support for students who wish to receive advisement around illegal substance use and substance misuse or abuse.

A student who is concerned about the illegal use of substances on campus should report to this Resident Hall Director when the substance use involves on campus housing or persons living on campus, and Facilities and Safety when the substance use involves on campus use. Doing so is an important part of keeping the community safe.

Students who wish to receive substance use support for themselves or someone they are concerned about can report themselves, others, or a specific situation to the CARE team.

Students who wish to receive counseling support for substance misuse or abuse may contact Naropa's telehealth provider, Timely Care, 24/7/365 for in-the-moment support or referrals for community-based resourcing. For additional information, students can visit: [Telehealth Counseling - Home \(sharepoint.com\)](https://sharepoint.com)

Federal Legal Sanctions

The possession, use, or distribution of illegal drugs is prohibited by federal law. There are strict penalties for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

A. Denial of Federal Benefits

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction. Federal drug convictions for possession may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions.

B. Forfeiture of Personal Property and Real Estate

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

C. Federal Drug Trafficking Penalties

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list below is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces a mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 U.S.C. 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

D. Federal Drug Possession Penalties

Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

State Drug Laws

State criminal statutes, which may be generally found under Titles 12 and 18 of the Colorado Revised Statutes (sos.state.co.us/CCR/Welcome.do), cover the same scope of conduct as the federal laws, and although sentences and fines are generally less severe than federal law provides, life sentences are possible for repeat offenders. The maximum penalty for the most serious single offense (manufacture, sale, or distribution) is sixteen years in prison and a \$750,000 fine. The state laws concerning driving under the influence of alcohol (see below) apply equally to driving under the influence of drugs

Finally, local ordinances such as the Denver, Boulder, Longmont, Louisville, and Lafayette municipal codes impose a variety of penalties. Secondary civil consequences may also flow from criminal drug violations. Property associated with criminal acts, including homes and vehicles, can be confiscated by the state or the federal governments. Those who are convicted of felony violations may be barred from governmental employment and from licensed professions such as law, medicine, counseling, and teaching.

State Alcohol Laws

State laws regulating the production, dispensation, possession, and use of alcohol may be found in Title 12 of the Colorado Revised Statutes. Perhaps the most significant aspect for the Boulder campus is the prohibition of the distribution of alcoholic beverages to any person under the age of twenty-one, to a visibly intoxicated person, or to a known alcoholic. State laws also prohibit any form of assistance to these categories of people in obtaining alcoholic beverages. Violation of these laws is a misdemeanor punishable by fines up to \$1,000 and jail sentences of a year. However, such conduct may, in some circumstances, constitute contributing to the delinquency of a minor, and it could then be determined to be a felony offense punishable by a six-year prison sentence and a \$500,000 fine. Secondary civil consequences for liquor law violations may include ineligibility for liquor and driver's licenses.

Criminal sanctions may also apply to those who operate motor vehicles while under the influence of alcohol and/or drugs. Under Section 42-4-1307 Colorado Revised Statutes, for a first-time offender, the maximum penalty for such an act is one year in jail and a \$1,000 fine. If a person is injured as a result of someone operating a motor vehicle while under the influence of alcohol and/or drugs, the act is a felony punishable by two years in prison and a \$500,000 fine.

If a person is killed, the sentence can be four years in prison with a \$750,000 fine. All such convictions also result in the revocation of driving privileges. State law requires drivers who are stopped by the police for suspected violation of this law to submit to scientific tests that determine the amount of alcohol in their blood, and those who refuse to be tested automatically lose their driver's license.

Remember, one need not be “out of control” to be “under the influence.” A substantial effect on physical capability is all that is required. Chemical test results and the testimony of an expert toxicologist can result in a conviction even when some people may feel minimally intoxicated. In addition, individuals may face a variety of penalties imposed by municipal ordinances.

Note: This description is intended only to give a basic, general understanding of the range of serious legal sanctions that can arise from the unlawful possession, distribution, and/or use of illicit drugs and alcohol. Individuals who are concerned about specific circumstances should seek the advice of their personal attorney. Federal and state laws may be subject to change.

CHILDREN AND BABIES IN THE CLASSROOM

While we recognize the difficult circumstances that arise for students who are parents, Naropa University must also acknowledge its responsibility to all of its students. Babies and children are not allowed in the classroom. However, the instructor, in the case of emergencies or extenuating circumstances, may make exceptions within reason. In such cases, permission must be obtained from the instructor before the class begins.

Should a Naropa student need pregnancy or pregnancy-related support including lactation, they are encouraged to contact the Office of Civil Rights and Title IX for classroom supportive measures (titleix@naropa.edu).

COMPLAINT AND GRIEVANCE POLICY

The Student Complaint and Grievance process is designed to help assure our students a quality education, provide excellent student support services, and help the University identify any serious or systemic problems or issues affecting the quality of student life. Complaints are intended to help Naropa identify patterns of concern or issues that raise a legitimate concern with respect to the University’s academic or business functions, and to comply with obligations imposed by federal regulations for receiving, responding to and tracking student complaints. Complaints may be submitted anonymously but, in these instances, there cannot be direct follow-up.

Complaint: *A complaint is a concern (such as an action, practice, or decision within the control or responsibility of the University) raised by a student that they believe should be changed to improve their overall quality of education and student experience, and/or the experience of others. Example: Poor lighting in the parking lots*

Grievance: *A grievance is a matter to be investigated according to formal grievance processes if a student believes a faculty member or administrator has made an error. This includes issues which are not able to be resolved through informal processes or mediation, and matters relating to allegations of misconduct where disciplinary action against a student or staff member may be an outcome of the investigation. Example: Error made regarding student billing*

Student Complaint Policy & Procedures

Student complaints will be shared with the respective institutional office or parties that the complaint most closely concerns. Students can share their complaint via this form and provide additional information about the nature of the complaint and the remedy they may be seeking although remedies shared are not guaranteed outcomes. Follow-up will be provided following submission of this report within **60 calendar days**.

Student Grievance Policy & Procedures

The grievance process affords students the right to request an explanation, reconsideration, and review of a faculty member's and/or administrator's professional judgment related to decisions rendered in academic and non-academic grievances.

- **Academic Grievances** include academic issues, such as faculty and/or administrator's professional judgment related to the issuance of final grades, academic advising, and other academic-related matters. Academic grievances are managed by the Academic Colleges and the Office of the Dean of Students has no authority for academic grievances but will serve as the main recipient for any reports and will send any reports onto the respective academic parties for follow-up.
- **Non-Academic Grievances** may include university errors related to non-academic issues such as enrollment, registration, financial aid or other issues. To file a non-academic grievance with the Office of the Dean of Students, please submit the form below.

Grievance Directions & Process

- Students must submit a written grievance [via this form](#) within **30 calendar days** of the date of occurrence.
- Students are responsible for understanding the consequences of changes to the university transcript should this grievance be approved.

COMPUTER SYSTEMS POLICY

The following computer systems policy covers all uses and users of the following, collectively referred to as "Computer Systems":

- Naropa.edu email accounts and facilities ("university email").
- Computers, systems, workstations, networks, networking equipment, peripheral devices, servers, copiers, and printers on Naropa's campuses.
- Access (including wireless) to MyNaropa, SharePoint, and the Internet.
- CANVAS, Zoom, and other remote learning and/or presentation platforms
- Any other Naropa property attached to the Naropa network.

By utilizing Computer Systems, users consent to all provisions of this policy and agree to comply with all terms and conditions set forth herein, as well as all other applicable university policies, regulations, and procedures, and with applicable local, state, and federal laws and regulations. Users

of the Computer Systems whose actions violate this policy, or any other university policy or regulation may be subject to revocation or limitation of Computer Systems access as well as other disciplinary actions and/or may be referred to appropriate external authorities.

Users must be aware that email messages, internet connections, and all files and folders accessed or maintained on the Computer Systems—including university, business, and personal emails; files; and folders that are automatically cached or stored as backup—are the property of Naropa and that Computer Systems are subject to monitoring as described herein.

Every degree-seeking student is issued a student email account, which under university policy must serve as the primary means of communication to and from all university departments and offices. Students are responsible for checking their student email regularly.

Appropriate Use of Computer Systems

The following use of the Internet or Computer Systems at Naropa is prohibited and may constitute grounds for disciplinary action, as appropriate:

- Accessing sites that are pornographic or violent in nature, or whose content violates the Code of Conduct.
- Violating federal or state law, or the written policies and procedures of Naropa, in any way.
- Using Naropa resources for illegal or unethical activities (hacking, spam, DOS attacks, etc.)
- Using, transferring (uploading or downloading) copyrighted or pirated material of any kind.
- Accessing accounts belonging to other people without express authorization to do so.
- Abusing the Computer Systems with spam or excessive use of bandwidth.
- Using Computer Systems in a manner that interferes with Naropa activities and functions or does not respect the image and reputation of Naropa.
- Concealing or misrepresenting names or affiliations in email messages.
- Altering the source or destination address of email.
- Using Computer Services for commercial and/or private business purposes that have not been approved by Naropa.
- Using Computer Services to harass, threaten, degrade, or demean other individuals.

Naropa reserves the right to monitor computer and network usage, including university and personal email accounts accessed using Naropa's computer system. Streaming or downloading of music, movies, software, and/or other media (legal or not) is monitored, and may be restricted or blocked at the discretion of the IT department. While media consumption is commonplace today, it can negatively impact network performance.

Naropa does not routinely monitor individual usage of Computer Systems. However, the normal operation and maintenance of Naropa's computing resources require the backup and caching of data and communications, the logging of activity, the monitoring of general usage patterns, and other such activities that are necessary in maintaining operational system and network performance.

Naropa also reserves the right to monitor the activity and accounts of individual users of Computer Systems, including individual log-in sessions, communications, files, and the content of web-pages visited, without notice.

This includes the right to view or scan the contents of any email messages, or attachments thereto, sent from, or to, any computer or account on Naropa's equipment and/or infrastructure, whether the email is sent from a university email account or a personal account. It also includes the right to

monitor the contents and attachments of emails sent and received off-campus from a Naropa email account, while logged onto Naropa's network, or on a Naropa-issued computer.

Naropa may exercise this right to monitor an individual's activity when it believes these actions are appropriate to prevent or correct improper use of Naropa's Computer Systems; ensure compliance with federal or Colorado law, or Naropa policies, procedures, or regulations; satisfy a legal obligation; or ensure the proper operations of Naropa email or our Computer Systems as a whole. Thus, students should not assume that email messages or Internet sites are confidential or that access by Naropa or its designated representative will not occur.

Naropa, in its discretion, may disclose the results of any such general or individual monitoring, including the contents and records of individual communications, to appropriate Naropa personnel, law enforcement agencies, in compliance with a warrant or subpoena, and may use results in appropriate Naropa disciplinary proceedings.

Email Retention and Disposal

Email stored on official Naropa systems will generally be preserved for no longer than fifteen days by the email user. Log files associated with email messages that provide a record of actual email transactions, but not the email content, are generally preserved for no longer than ninety days.

Email correspondence and associated documents sent as attachments may be considered official Naropa records and, as such, may need to be retained longer than the established policy guidelines for email retention and disposal.

Access and Support

Only active Naropa students may connect to, and use, Naropa's wireless network(s). This service is a privilege and may be restricted, denied, or revoked at any time. Naropa's IT department does not support personal computer equipment beyond assistance with connecting said equipment to the Naropa wireless network. Service of a personal laptop is the student's responsibility.

SMS Communications

In addition to emailed announcements, the university may send infrequent SMS ("text") message announcements and reminders to students using the cellular phone number on file. Students can update their contact information on MyNaropa. Students will generally be given the option to unsubscribe from the SMS announcements they receive, with the exception of the University Emergency Notification System, from which current community members cannot unsubscribe.

Disclaimer

Naropa makes no warranties of any kind, whether expressed or implied, with respect to Naropa Computer Systems it provides. Naropa will not be responsible for damages resulting from the use of Computer Systems, including, but not limited to, loss of data, delays, non-deliveries, or missed deliveries of emails, service interruptions caused by the negligence of a Naropa student, or by the user's error or omissions. Naropa specifically denies any responsibility for the accuracy or quality of information obtained through Computer Systems, except material represented as an official Naropa record. These rules are subject to change.

Policy Definitions

- A. **DUAL RELATIONSHIP:** Dual Relationship includes any relationship which may reasonably be described as a current or previous therapeutic, business/financial, private teaching, personal, sexual, romantic, amorous, and/or dating relationship.
- B. **PERSONAL RELATIONSHIPS:** A marital, civil union, or other committed relationship, significant familial relationships including a parent, child, sibling, or an individual for whom an employee has been assigned legal responsibility in a guardianship capacity.
- C. **FACULTY MEMBER:** Faculty Member includes all faculty and instructors including, but not limited to, Core Faculty, Adjunct Instructors, Visiting Instructors, Contract Instructors, Meditation or Mindfulness Instructors and all other supplemental instructors.
- D. **STAFF MEMBER:** Staff Members includes all regular or temporary employees, except for Work Study Students and Graduate Assistants.
- E. **COVERED CONTRACTOR:** Covered contractor includes any contractor of the University that performs services onsite at any of Naropa's campuses or facilities and/or that provides services directly to students.
- F. **ACADEMIC OR SUPERVISORY AUTHORITY:** Academic or Supervisory Authority includes, but is not limited to, teaching, research, academic advising, coaching, grading, evaluation, and/or recommending in an institutional capacity for employment, fellowships, and awards, as well as hiring, firing, compensation, or other work-related items.

I. Policy Regulations

A. Prohibited Relationships

The provisions apply regardless of delivery mechanism for the instructional content, or the form of communication (e.g., in person, online, and hybrid methods), type of program (e.g., degree, certificate, extended studies) and the status of the student (e.g., degree and non-degree seeking students).

- 1. Staff Members and Covered Contractors -- Dual Relationships between a Staff Member or Covered Contractor and any student (Undergraduate or Graduate) are prohibited.
- 2. Faculty Members
 - a. Dual Relationships between a Faculty Member and all students regardless of undergraduate or graduate status are prohibited
 - b. This includes private teaching as well as all other relationships as defined in Dual Relationships under Policy Definitions section A.

III. Exceptions from Prohibitions

- a. Exceptions from the prohibitions outlined in this policy will be granted on a case-by-case basis when a Faculty Member, Staff Member or Covered Contractor and a student had a Dual Relationship prior to the student enrolling in the University or prior adoption of this policy. No other exceptions will be granted.
- b. If a student is currently engaged in therapy with a faculty member in a separate program prior to enrolling in Naropa University, they would not need to terminate the relationship.
- c. A request for an exception must be made in writing to the appropriate Dean or Vice President by the Faculty Member, Staff Member or Covered Contractor. The Dean or Vice President, after consultation with Human Resources, will determine whether an exception is appropriate. If an exception is appropriate, a management plan will be implemented as described below.

- d. In the event an exception is granted, a written management plan will be created. At minimum, the plan will document the rationale for the exception and outline any steps necessary to resolve actual and potential conflicts of interest and commitment. To ensure consistent administration of this policy, the Dean or Vice President will consult with Human Resources in managing the rare cases in which an exception is granted.
- e. Parties will be presumed to be in violation of this policy if found to be in a prohibited relationship within the one year following the student's official withdrawal or graduation from the University, not including students on a Leave of Absence.
- f. The one-year violation doesn't apply for clinical supervision or other employment purposes. Those may be entered immediately following graduation.

IV. Reporting

Any student, faculty member, staff member or other affiliate (e.g., individuals in a position to observe or have knowledge of such a relationship) who reasonably believes a Faculty Member, Employee or Covered Contractor is engaged in a prohibited Dual Relationship, or is otherwise in violation of this policy, is encouraged to report the concern to the Human Resources Department.

V. Corrective Action

Violations of this policy will be considered misconduct on the part of a Faculty Member, Staff Member or Covered Contractor and will be subject to corrective action up to and including separation from the University or termination of their contract. Prompt self-disclosure may mitigate potential violations of this policy. Dual Relationships that are not self-disclosed will be considered more severe violations of this policy. Any questions regarding this policy should be directed to Human Resources or the Chief Academic Officer.

Private Teaching relationship refers to a situation in which a student at Naropa University enters into a teacher-student relationship with a Naropa faculty member outside of the Naropa curriculum. It includes teaching contracted directly with the faculty member as well as teaching through an institution with which the faculty member is employed or otherwise associated. If a student at Naropa University wishes to enter into such a private teaching relationship with a Naropa faculty member with whom the student has or may have an academic relationship at Naropa, the student and faculty member may apply for a waiver of the dual relationship policy.

This waiver opportunity applies only to private teaching relationships (not to other dual relationships) and must be approved prior to entering into the private teaching relationship. Application forms for this waiver may be obtained in the Office of Academic Affairs and must be completed both by the student and the faculty member. If the application is approved by the Vice President for Academic Affairs, the student may then enter into the private teaching relationship specified in the application. The waiver will apply only to the particular course, student, and faculty member specified

MISSING STUDENT POLICY

As stated in the Residence Hall Handbook, in the event that a Naropa University residential student is suspected to be missing, immediately contact the Residence Life and Student Housing office at 303-

546-3549. All missing student reports are immediately reported to the Dean of Students and Safety and Facilities staff, who will investigate.

Each student living in Naropa student housing is required to provide a confidential contact person to be notified if the student is determined to be missing. Only authorized campus officials and law enforcement officers in furtherance of a missing person investigation will be allowed access to this information.

The Vice-President for Development, Enrollment, and Student Success (DESS) and Dean of Students will determine if law enforcement need to be alerted.

If Safety and Facilities, the Dean of Students, and the Vice-President for DESS do not close the missing student investigation in 24 hours or less, the Vice-President for DESS, and Dean of Students will initiate the following:

- For an un-emancipated minor: notify a custodial parent or guardian no later than 24 hours after the student is determined to be missing.
- For an independent adult or emancipated minor: notify the individual identified by the student as the missing student contact and notify law enforcement no later than 24 hours after the student is determined to be missing. Even if a student has not registered a contact person, local law enforcement will be notified that the student is missing.

NOTICE OF EQUAL OPPORTUNITY, HARASSMENT, AND NONDISCRIMINATION

Naropa University is committed to fostering a learning and working environment that is inclusive, equitable, and free from discrimination and harassment. In accordance with Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Colorado Anti-Discrimination Act (CADA), and other applicable federal and state laws, Naropa University prohibits discrimination in all educational programs, activities, and employment practices.

The University does not discriminate on the basis of race, color, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation (including transgender status), disability, age (40 and over), religion, creed, marital status, veteran or military status, genetic information, pregnancy and related conditions, or any other status protected by law.

Reporting Discrimination or Harassment

If you are a student at Naropa University and believe you have experienced discrimination, harassment, or retaliation based on any legally protected identity or status, you have the right to report the matter and request a prompt, fair, and impartial resolution under the University's Equal Opportunity, Harassment, and Nondiscrimination Policy (for Faculty, Students, Employees and Third Parties).

Reports can be submitted to the Civil Rights Compliance and Title IX Coordinator using our online [reporting form located here](#) or emailing titleix@naropa.edu.

For Student Employees

If you are a student employee at Naropa (e.g., work-study, graduate assistant, temporary employee), and believe you have experienced discrimination, harassment, or retaliation in your employment, you are encouraged to contact Bob Brown, Human Resource Director at bbrown@naropa.edu, to explore your rights and options under applicable workplace protections.

OFF-CAMPUS STUDENT ACTIVITY AND FIELDWORK POLICY

PURPOSE AND SCOPE

Naropa University recognizes the importance of activities and fieldwork in off-campus environments to enhance student learning, cocurricular activities, and opportunities. Events and activities that occur in off-campus settings may pose additional risk and responsibilities to students, participants, and the institution. The purpose of this policy is to determine guidelines and expectations of students, and other members of the institution, to promote a safe and successful activity. This policy applies to any off-campus Naropa University-sponsored activity, including but not limited to, academic fieldwork trips, retreats and intensives, and student organization events. This policy applies to students, faculty, staff, and other individuals participating in or representing Naropa University in off-campus sponsored activities.

RESPONSIBILITIES OF THE INSTITUTION

Naropa University is responsible for:

- Reviewing and approving off-campus activities to ensure they are educational and aligned with institutional goals.
- Ensuring the off-campus activity is accessible and inclusive for participants. The accessibility of the off-campus location ensures that the activity is proactively usable by all participants. Approved accommodations through the Office of Accessibility Resources (including but not limited to, documented physical and hidden disabilities) or the Office of Civil Rights & Title IX (including but not limited to, pregnancy, pregnancy-related conditions, or religious accommodations), does not always indicate the site is accessible.
- Providing support as needed prior, during, or following the off-campus activity, including but not limited to, approval of accommodations or support for persons with medical needs through the Office of Accessibility Resources or Office of Civil Rights & Title IX.

RESPONSIBILITIES OF FACULTY, STAFF & OTHER EVENT ORGANIZERS

Faculty and staff overseeing or attending the off-campus activity are responsible for:

- Ensuring potential risks and hazards of the off-campus activity are communicated to the institution, and there is an adequate plan to mitigate these.
- Ensuring participants receive adequate information about the off-campus activity prior to attendance, including but not limited to, potential risks and hazards, schedule information, and rules and regulations. This includes sharing information about Naropa University support services, as necessary, as well as information about how to access emergency medical care at or nearest to the off-campus location.
- Ensuring that all participants receive and return a completed waiver and share emergency contact information prior to participation in the off-campus activity.

- Maintaining and overseeing the health, safety, and wellbeing of students at the off-campus activity, including but not limited to, reporting concerns to the appropriate Naropa University office, and supporting access to medical care as needed.
- Ensuring oversight of basic needs during the off-campus fieldwork or activity, including but not limited to, access to shelter and food, and that any dietary needs are supported. Also ensuring reasonable access to other services such as cell service or internet.
- Creating basic academic plans should there be modifications based upon a student's need at the time of the off-campus activity, such as a disclosure of a non-documented disability or other limiting health or wellbeing concerns. The academic plan should support reasonable adjustments based on the need and ensure continued learning outcomes.

RESPONSIBILITIES OF STUDENTS

Students attending the off-campus activity are responsible for:

- Adhering to institutional policies, including but not limited to, Naropa's Student Code of Conduct, and Naropa's Equal Opportunity, Antiharassment and Nondiscrimination policies.
- Providing emergency contact information and signing waivers to staff and faculty coordinating the off-campus activity.
- Ensuring their own health and safety awareness, including but not limited to, ensuring they bring any necessary medications or medical supplies and be prepared to manage their health at the activity.
- Following instructions and guidance from staff and faculty coordinating the off-campus activity, before, during, and after the event. This includes, but is not limited to, reaching out to any potential supportive services in advance through the Office of Accessibility Resources or the Office of Civil Rights & Title IX, as needed.
- Reporting any concerns to the appropriate employee or event coordinator so these can be adequately and timely addressed.
- Obtaining transportation to the off-campus activity unless otherwise specified by the institution, as well as establishing a clear alternative transportation plan in the event of an emergency.

CONSEQUENCES OF VIOLATIONS

Failure to adhere to the guidelines and expectations set forth in this policy may result in the following actions:

- Immediate removal of the participant from the off-campus activity at their own expense.
- Suspension from future off-campus activities.
- Referral to Naropa University's Office of Student Accountability, Human Resources, or Office of Civil Rights & Title IX, as appropriate.
- Financial responsibility for damages or costs incurred.

Due to current dry conditions and City of Boulder fire regulations, open flames are strictly prohibited on campus, both indoors and outdoors. This includes candles, incense, fire pits, and any other open flame sources, and this same policy also applies to meditation halls. Limited ceremonial use of flame may be considered with advance authorization, provided appropriate safety measures are in place, and may require a Boulder Fire-Rescue permit for outdoor activities. All Naropa events and activities—whether on or off campus—require prior approval. To request approval, please contact facilitieshelp@naropa.edu at least 7 days in advance, or 15 or more days in advance if permit assistance is needed.

RECORDING STUDIO AND REHEARSAL SPACES POLICIES

REHEARSAL SPACES

When the studios are not being used for classes or events, they may be available for student rehearsals. Rehearsal space is for Naropa students only, and outside theater companies are not allowed (even if the company contains Naropa students or alumni) unless they are renting the space. If a Naropa student wants to rehearse on campus with non-students, the student must obtain permission from the Dean of Students Office and waivers must be signed and returned by the non-students prior to the first use of Naropa rehearsal space. The following spaces are most suitable for rehearsals:

<i>Arapahoe Campus</i> Lincoln Studio: wood floor Shambhala Hall: carpet Lincoln Lecture Hall: carpet Lincoln 4130: carpet Lincoln 4140: sprung wood floor	<i>Nalanda Campus</i> New rehearsal and practice spaces are available. Contact program directly for more information. 9176: marly floor 9184: wood floor 9189: wood floor 9190: wood floor
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Because dance floors are vulnerable, we ask that you take off your shoes, keep food and drinks out of the dance studios, and put rugs down if you plan to use drums.

RESERVING REHEARSAL TIME: POLICIES AND PRIORITIES

Rehearsals may be scheduled on a space-available basis only during times that the building is open. (See the Campus Safety section for building hours.) Weekend hours at Nalanda Campus require approval by the Office of Events and Naropa Safety & Facilities.

Students who wish to schedule rehearsal space as part of a registered student organization should contact the Director of Campus and Residential Life at staylor@naropa.edu.

Students who wish to schedule rehearsal space as part of a class project, academic performance, or other event for school should contact their faculty or the Academic Administrator for their school.

To schedule rehearsal space, please contact Registrar's Office (registration@naropa.edu) for space availability inquiry no later than one week before your desired rehearsal date. Students may sign up

for rehearsal time on a space-available basis for up to three hours on the Nalanda Campus rehearsal schedule or up to five hours in most studio spaces.

To request rehearsal time in PAC, please contact the Office of Events at least two weeks prior to your rehearsal date.

The allotment of rehearsal time is based on the following priorities:

- Priority for Assigned Space Requests
- Naropa academic classes
- School of the Arts (SOTA) students rehearsing for Naropa classes or performances
- SOTA core faculty
- SOTA adjunct faculty
- Other students
- Other core faculty
- Other adjunct faculty
- Department-sponsored alumni events
- Staff
- All others with appropriate permissions and waivers

To request space for public non-sponsored event or events collecting donations or charging a fee, please contact the Office of Events.

Please note that the Office of Events, the Office of Facilities, the Office of the Registrar, and Extended Studies all reserve the right to cancel your rehearsal time at any time.

SERVICE ANIMALS AND EMOTIONAL SUPPORT ANIMALS (ESAs)

Overview

Naropa University is committed to ensuring equal access to its programs, services, and housing in accordance with the Americans with Disabilities Act (ADA), the ADA Amendments Act (ADAAA), and the Fair Housing Act (FHA). The policies below outline the rights and responsibilities related to the presence of Service Animals and Emotional Support Animals (ESAs) on campus.

Service Animals

Under the ADA, a service animal is defined as a dog (or, in some cases, a miniature horse) that is individually trained to perform tasks or do work for the benefit of a person with a disability. These tasks must be directly related to the individual's disability.

- Service animals are permitted to accompany their handler in all public areas of campus, including classrooms, dining areas, and residence halls, unless the animal is out of control, not housebroken, poses a direct threat, or its presence would fundamentally alter the nature of a program or service.
- Students who reside in campus housing and plan to bring a service animal must still notify the Office of Accessibility Resources (OAR) and meet with the Housing team to ensure appropriate coordination.

- Service animals are not required to be registered through the OAR, but advance notice is encouraged, so that the university can ensure smooth access.

Emotional Support Animals (ESAs)

ESAs are not recognized as service animals under the ADA. However, under the Fair Housing Act (FHA), students with disabilities may request to keep an ESA in their campus housing as part of a reasonable accommodation.

- ESAs are not permitted in classrooms, offices, or campus facilities outside of the student's assigned residence.
- Students must submit a formal request and documentation to the Office of Accessibility Resources (OAR) and complete the interactive intake process before bringing an ESA to campus housing.
- Students must receive approval through the OAR process before bringing an ESA into campus housing. ESAs brought into housing without prior authorization may be required to be removed until the approval process is completed.

Animal Owner Responsibilities

Whether an approved service animal or an ESA, owners are responsible for ensuring that their animal:

- Has a current rabies vaccination, in accordance with Boulder County Health Code.
- Is under full control at all times—through leash, harness, tether, or effective voice control.
- Is not disruptive, aggressive, or a threat to others.
- Is not left in the care of others or unattended in campus facilities or outdoor spaces.
- Owners are encouraged to discourage unnecessary interaction with the animal in order to maintain the animal's focus and safety.

For questions or to begin the request process for an ESA, contact the **Office of Accessibility Resources** at disability@naropa.edu or 303-245-4749.

PET POLICY

The following rules apply to Naropa University campuses regarding animals on campus. This policy does not apply to approved service animals or emotional support animals (ESAs), which are governed by federal disability laws and managed through the Office of Accessibility Resources (OAR):

- Pets (non-service/non-emotional support animals) are not allowed in:
 - Classrooms, under any circumstances

- Performance and event spaces
- Shared areas such as the Allen Ginsberg Library, computer labs, meditation halls, and student lounges
- Residence halls
- Students seeking to bring an emotional support animal (ESA) into university housing and/or into classroom spaces must complete the approval process through the Office of Accessibility Resources (OAR). Students with service animals residing in campus housing should notify OAR and Housing in advance to support coordination and access needs.
- All pets on campus grounds must be kept on a leash and under full control of their owner at all times.
- Unattended animals—inside or outside—are not permitted. Any unattended pet may be reported to Boulder Animal Control, and citations may be issued for leash law violations.
- Animals are not allowed in staff or faculty offices unless:
 - The owner receives express consent from all other occupants of the office, and
 - The animal remains on a leash and behaves appropriately
 - Consent may be withdrawn at any time and must be respected without pressure or argument.
- Do not leave animals in parked vehicles. If an animal is found in a vehicle and there are concerns about its safety, Animal Control will be contacted for a wellness check.
- If concerns arise regarding an animal's safety or wellbeing, Animal Control may be contacted.
- All animals must be under control and non-disruptive. It is the owner's responsibility to ensure the animal is not aggressive or a nuisance.
- Students are financially and otherwise responsible for any accident, illness, or injury that occurs to pets on campus property.

Violations of this policy may result in outreach from the Dean of Students Office and/or referral through the student accountability process. These policies also apply to students living in on-campus housing who are not approved for an ESA or service animal.

USE OF UNIVERSITY PROPERTY

Naropa University is private property. By utilizing university property, students consent to all provisions of the policies outlined in the Student Handbook and agree to comply with all terms and conditions set forth herein, as well as all other applicable university policies, regulations, and procedures, as well as with applicable local, state, and federal laws and regulations. The university reserves the right to ask any individual to leave the premises at any time.

At Nalanda, there are 12 classrooms with restricted electronic access, including music and art studios. Access to these spaces will be limited to students actively taking classes in those rooms. Student ID cards will be activated to give appropriate access. All additional requests to use those spaces must be submitted in writing through the student's email account to the appropriate staff or faculty member and the assistant director of campus safety.

Students who are on a leave of absence, have taken an incomplete, or otherwise need access to a specialized space in order to complete their schoolwork must obtain permission from the program chair and the Dean of Students Office. The Office of Campus Safety and Facilities is not authorized to grant access for such students without express permission from the program chair and/or the Dean of Students office.

COMMUNITY STANDARDS & STUDENT CONDUCT

UNIVERSITY POLICIES AND PROCEDURES

The Board of Trustees and President of Naropa University have the right to review, modify, and establish general rules of conduct, administrative policies, and academic standards, including the policies stated in this handbook, at any time.

RESOLVING ACADEMIC ISSUES

When a student registers for and attends a course, the overall experience will likely prove positive, but this does not mean every aspect of the course will be fun or easy. As a part of the educational design, a Naropa course may be challenging both personally and intellectually (*see statement on Safety, Discomfort and Educational Process*). Should some extraordinary difficulty with a particular course or instructor present itself—such as conflict around academic expectations, grading, attendance, classroom dynamics and etiquette—students should first seek to resolve the issue with the instructor, then with the relevant department chair. Students may also find it helpful to consult with their academic advisor for guidance and support.

Additional information regarding academic policy is outlined in the University Course Catalog. Issues involving accessibility should be directed to the Director of Accessibility Resources. As outlined in the preceding sections regarding the code of conduct, behavioral issues are the purview of the Dean of Students Office.

CONFLICTS INVOLVING FACULTY OR STAFF

As a student, we want you to feel empowered to address any issues you may have with faculty or staff. If you are experiencing interpersonal or academic difficulties, the first step is always to directly seek clarification and resolution with the relevant faculty or staff member. If you are unable to reach a resolution with that person, you may contact the staff member's relevant supervisor. If you need support in addressing the issue or the issue remains unresolved, you can then speak to Human Resources by contacting them at 303-245-4700 or humanresources@naropa.edu.

Staff and faculty are empowered to address student misconduct that occurs in their office or classroom, including referral to the student conduct process to address violations of Prohibited Conduct, and are accountable to all university policies for staff and faculty.

If a conflict or breach of policies involves a staff or faculty member, the Dean of Students Office can assist students in ensuring that the student's complaint is directed to the appropriate individuals (such as Academic Affairs, school Deans, or Human Resources) based on the parties involved and following established procedures.

Resolving Administrative Issues

Dean of Students Office

Deanofstudentsoffice@naropa.edu

The Naropa University Dean of Students office is responsible for the administration of the Student Code of Conduct and the procedures that ensure student conduct integrity. The Dean of Students office is committed to the philosophy and methodologies of restorative practices and social justice in addressing Student Conduct concerns, when feasible based on the nature of the situation and the resourcing abilities of the situation and institutional systems. The intention in all circumstances is to assess impacts and repair harm. The Dean of Students has the ability to appoint delegate(s) as part of the student conduct processes as they deem necessary, provided that the delegate(s) are trained or experienced in Naropa adjudication procedures and do not have a conflict of interest. Naropa may also work with outside service providers in cases where a conflict of interest may be possible.

CARE Team

Student concerns fall under the direction of the CARE Team or the Threat Assessment Team, depending on the student concern reported.

The CARE Team is comprised of representatives from different offices, including but not limited to, the Dean of Students Office, Office of Student Accountability, the Office of Civil Rights & Title IX, the Office of Campus & Residence Life, Financial Aid, Accessibilities Resource Office, Well-being and Resilience, and Academic Advising. The CARE team reviews concerns related to student well-being and works in close collaboration with university services to ensure that our students are effectively resourced and offered support. The CARE team meets weekly to review reports and referrals for students of concern.

Threat Assessment Team

Naropa University's Threat Assessment Team is comprised of key institutional stakeholders that play an important role in threat or violence mitigation. The Threat Assessment Team may be activated if there is a threat to cause harm, a general concern of violence risk, or expression of homicidal ideation. Members of the Threat Assessment Team work in collaboration to analyze the available evidence and evaluate a potential violence risk or threat before it occurs. Naropa University's Threat Assessment Team differs from their emergency response protocols, which focus on immediate action during a crisis or active threat. The Threat Assessment Team may implement appropriate intervention measures as deemed necessary to mitigate the risk of violence.

While these teams support the Dean of Students, they remain separate from the Student Code of Conduct process. Enforcement of the Code of Conduct ultimately rests within the Dean of Students office and is overseen by the Director of Student Accountability & Advocacy.

CODE OF CONDUCT: APPLICABILITY

The Student Code of Conduct is applicable to actions of all university students occurring on all university premises and within all university-sponsored or related activities and facilities, including Naropa University student housing, class sessions, study abroad, retreats and all other educational and co-curricular activities. Additionally, conduct engaged through electronic communication systems, including, but not limited to social media, email, and text messaging, is subject to the provisions herein. University premises mean all land, buildings, facilities, and other property owned or leased by Naropa University. However, behavior that occurs off campus or in non-university-sponsored activities that violates the Code of Conduct or is reasonably perceived to pose an imminent threat of harm or safety to the student or others or reflects a student's fitness to continue in the academic program in which the student is enrolled may also be subject to disciplinary action in circumstances in which the behavior has an impact on the university community in the following ways:

- a. the behavior indicates that a student may be a threat to the health, safety, or security of the university or community members, including oneself;
- b. the behavior has continuing effects on campus that may contribute to the creation of a hostile educational environment;
- c. the behavior significantly impinges upon the rights, property, or achievements of others in the campus community or significantly caused disorder or breaches the peace; and/or
- d. the behavior is detrimental to the mission, operations, and/or interests of the university.

It is at the discretion of the Director of Student Accountability & Advocacy whether the behavior has an impact on the university community in the aforementioned ways and therefore would be subject to disciplinary action through the Student Code of Conduct.

The conduct procedures shall be used for all alleged violations of the Code of Conduct by students, with three exceptions:

- A. **Sex-Based discrimination, Sexual Misconduct and Relationship Violence.** For cases involving alleged sex-based discrimination, including but not limited to claims of sexual harassment and sexual assault, the Civil Rights Compliance & Title IX Coordinator will initiate the process outlined in the Equal Opportunity, Harassment and Nondiscrimination Policy and Procedures.
- B. **Protected Class Discrimination or Harassment.** Individuals who believe that they have been discriminated against or harassed based on their protected class status may seek a resolution through the complaint procedures adopted as part of the Equal Opportunity, Harassment and Nondiscrimination Policy and Procedures.
- C. **Plagiarism or academic dishonesty.** Cases involving allegations of plagiarism or academic dishonesty shall be handled using the process outlined in the Academic Dishonesty Policy by the respective school Dean.

Allegations of separate violations of the Code of Conduct that surface during the resolution processes for the above-listed exceptions may, at the sole discretion of the Dean of Students give rise to adjudication of the alleged behaviors under the Code of Conduct.

CODE OF CONDUCT: STUDENT RESPONSIBILITIES

Students are members of the academic community and of the larger community and society. As a result, they retain the rights, protection, guarantees and responsibilities that are held by all citizens. A student is not immune to prosecution by local, state, or federal agencies, whether or not the university takes action on the violation. Students, student organizations, and their respective guests are responsible for knowing and behaving consistently with the student code of conduct and all applicable laws.

General Provisions

- A. Students who assist others in violating any provision of this code may be charged with a code violation.
- B. It is the responsibility of Naropa students to ensure that all guests know and behave in a manner that is consistent with the student code while on campus. Any person involved in an incident in a residence hall who is not an assigned occupant of the room or apartment where the incident occurred will be deemed a “guest” under this code. All assigned occupants of the apartment may be subject to the same sanctions under this code as the actual violator.

CODE OF CONDUCT: PROHIBITED ACTS

The following constitute breaches of the Code of Conduct and may result in disciplinary action.

CONDUCT OFFENSES PERTAINING TO PERSONS

1. An individual's intentionally reckless action, alone or in concert with others, that impedes or impairs the university's mission, processes, operations or functions, or interferes with the rights of others, or disrupts teaching or other educational activities on any of the university campuses or other property.
2. An action or threatened physical interference, physical attack, physical harassment, intimidation or personal abuse against any member of the university community. Physical abuse includes but is not limited to personal injury, physical restraint against a person's will, and holding or transporting an individual against the individual's will.
3. An action or threatened verbal interference, attack, harassment, intimidation or verbal abuse against any member of the university community.
4. Threatening or causing non-physical abuse of or abusive behavior toward another person including, but not limited to, verbal or written statements that constitute a form of expression not protected by the First Amendment, such as obscenities, fighting words, or defamation. Nonphysical behavior is defined as someone having or creating an effect or impact that is hostile, intimidating, or demeaning.
5. Any conduct or action which impacts the normal function of the university. This can be in the classroom, residence hall, or any university owned or leased property or off-campus threat to the community.
6. Harassing conduct that is unwanted, unwelcome, and uninvited without legitimate purpose that causes nuisance, alarm, or substantial emotional distress.

7. Hazing acts that endanger the health or safety, or creates a risk of bodily injury, mental harm, or degradation for a person in connection with initiation, affiliation, or continued membership in a student organization. This includes activities that cause physical harm, emotional distress, or compromise dignity.
8. Bullying conduct that is repeated and/or severe, aggressive behavior likely to intimidate, intentionally hurt, control, or diminish another person physically and/or mentally.
9. Any act of retaliation.
10. Nudity and photographing nude pictures in public spaces on campus is prohibited. This includes outdoors on all campus grounds and inside all campus buildings, including the public spaces in the residence halls. Permitted exceptions to this rule include classroom requirements. Other exceptions must be submitted in a timely manner prior to occurrence for review and written approval by the Civil Rights Compliance & Title IX Coordinator and appropriate program/event oversight.
11. The act or practice of extorting property, money, or something else of value by use of a threat.
12. Attempting to cause or causing physical harm or placing another in fear of physical harm.
13. Failure to respond or to comply with any official instructions or requests, oral or written, by Naropa University personnel acting in the performance of authorized duties.
14. Plagiarism, cheating, or academic dishonesty of any kind (See Academic Dishonesty Policy).
15. Knowingly making a false or incomplete oral or written statement, with the intent to deceive, to any Naropa university board, committee, office, or member of the university faculty, staff, or student body.

CONDUCT OFFENSES PERTAINING TO PERSONS: CONDUCT PERTAINING TO SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, IDENTITY-BASED HARASSMENT OR DISCRIMINATION THAT IS OTHERWISE NOT COVERED UNDER NAROPA UNIVERSITY’S EQUAL OPPORTUNITY, HARASSMENT, AND NONDISCRIMINATION POLICY

Please note: Conduct adjudicated under this policy would initially receive review through the Office of Civil Rights & Title IX and be referred over to the Office of Student Accountability at the discretion of the Civil Rights Compliance & Title IX Coordinator. The procedures within the Naropa University Equal Opportunity, Harassment, and Nondiscrimination policy (for faculty, students, employees and third parties) are prioritized over Naropa Student Code of Conduct adjudication procedures.

- Any act of discrimination based on any protected status under federal and/or Colorado state law.
- Any act of harassment based on any protected status under federal and/or Colorado state law discrimination.
- Relationship violence or abuse, including domestic violence and dating violence.
- Stalking as a course of conduct (two or more acts) that cause substantial emotional distress or fear for safety.
- Sexual exploitation, defined as taking non-consensual sexual advantage for one’s own advantage and not at the benefit to the other person, including, but not limited to, the distribution of nudity or sexual images or videos without one’s consent; or photographing or

recording nudity or sexual activity without another's consent where there is a reasonable expectation of privacy, or allowing another to do so.

- Any actual or attempted non-consensual sexual activity, including but not limited to, rape, fondling, and sodomy.

CONDUCT OFFENSES PERTAINING TO PROPERTY

1. The commission or attempted commission of an unauthorized taking, misappropriation, or possession of any property owned or maintained by the university or any member of the university community.
2. Destruction, vandalizing, damage, misuse, or defacing of any Naropa University owned or leased buildings or property or any other property on campus. These include but are not limited to fire alarms, extinguishers, and other safety devices.
3. Misuse, reproduction, alteration, forgery, or any other unauthorized or inappropriate use of any university-related document, record, key, access codes, identification, or property.
4. Trespassing upon, forcibly entering, or otherwise proceeding into unauthorized areas of university owned or leased buildings or facilities, their roofs, or the residential space of another without permission. Unauthorized or inappropriate use of university property or of others.
5. The unauthorized theft, stealing, taking, misappropriation, possession, retention, damage or disposal of any property owned or maintained by the University, another student, a person attending a university sponsored event or any other person; or the unauthorized taking or use of any University owned or contracted service.
6. Knowingly purchasing or using false pretenses to procure money, property or services.

CONDUCT PERTAINING TO CONTROLLED SUBSTANCES

Naropa University seeks to provide an environment free from the adverse effects of alcohol and other drug abuse. All university members are responsible for being fully aware of the requirements, and the university holds students accountable for behaviors that violate these policies. (See also [Alcohol and Other Drugs Policy and Statement](#).)

Alcohol:

1. Possession, sale, or use of alcoholic beverages on campus or at off-campus events sponsored by the university. No person regardless of age is permitted to consume alcohol within the on-campus residential areas of the university.
2. Operating a motor vehicle while under the influence.
3. Misrepresenting one's age for the purpose of purchasing, possessing, or consuming alcohol.
4. Possessing, consuming or serving from a common source of alcohol (i.e., 12 or more servings, kegs, beer balls, punch bowls, or other approximate equivalent number of servings), unless being served and monitored by a licensed authorized university vendor.
5. Purchasing, furnishing or serving alcohol to an underage person.

6. Being intoxicated to the degree that one is presenting a public nuisance or engaging in disorderly conduct.

Drugs:

1. Attempted or unauthorized sale, use, distribution, acquisition, or possession of any controlled substance, including medical or recreational marijuana, illegal drugs, or drug paraphernalia on university premises or at university-sponsored activities.
2. Possessing or using controlled substances as defined by federal, state and local statutes. Controlled substances may be taken pursuant to a properly issued prescription, provided the controlled substance is taken and, in the amount, prescribed.
3. Distribution, selling or possessing with the intent to distribute illegal or controlled substances, on university premises as defined by federal, state and local statutes.
4. Possessing or using drug paraphernalia (including but not limited to pipes, bongs, etc.)
5. Being under the influence of illegal or controlled substances as demonstrated by actions and/or other evidence.

SUSPECTED ALCOHOL OR OTHER DRUG USE

If the university suspects or receives reports of alcohol or other drug use on campus, university property or during Naropa programs and events, the Dean of Students Office may initiate an investigation for possible conduct violation.

STUDENT AMNESTY FOR ALCOHOL AND DRUG VIOLATIONS

Amnesty means current Naropa students can avoid formal University disciplinary action and the creation of a formal disciplinary record when they call for help for an alcohol or drug-related medical emergency.

Student Amnesty for Alcohol and Drug Emergencies applies in the case of the following:

- Possession of alcohol or drugs by a minor (Minor in Possession)
- Unauthorized possession or use of alcohol or drugs on campus
- Consumption of alcohol by a minor (Minor in Consumption)
- Use of drugs
- Intoxication as the result of using alcohol (including Public Intoxication)

Who is it for?

Amnesty may be granted to the Naropa student(s) calling for help, as well as the student who is experiencing the medical emergency

Who grants amnesty?

The Office of Student Conduct deems students appropriate for amnesty when they are referred for alcohol- and drug-related incidents.

How does it work?

- CALL: Call 911 immediately when you see the signs of alcohol poisoning or drug overdose.
- STAY: Stay with the person.

- HELP: Gently turn the person on their side to facilitate breathing and avoid choking should the person vomit.
- ANSWER: Cooperate with all emergency personnel and Naropa's administration.
-

After the Incident

1. Students will be referred to the Dean of Students Office and will be evaluated for amnesty.
2. Students eligible for amnesty may be required to participate in an educational component and may be referred for an individual consultation, however they will not face formal disciplinary action. Students who decline or fail to attend the educational component will become subject to formal disciplinary action.

There are limitations to this policy, and inclusion is not automatic.

In order for amnesty to apply, a student(s) must follow the above-mentioned steps.

However, Amnesty may not apply to repeated incidents or egregious medical emergencies. This amnesty does not preclude disciplinary action for other violations of applicable policies, including but not limited, to the University Gender Equity, Sexual Misconduct and Relationship Violence Policy and Procedures, and other serious violations of the Student Conduct Code (e.g. physical/emotional abuse, distribution of alcohol or drugs, hazing, theft, weapons, etc.).

A failure to seek assistance for a member of our community in medical need may have serious and lasting consequences for that individual. In such circumstances, a student or Recognized Student Group/Organization's failure to seek appropriate assistance, hazing activities, efforts to disrupt attempts to seek appropriate medical assistance for someone reasonably known to be in need of medical assistance may constitute a violation of the Student Conduct Code.

As a student or student organization with additional responsibilities to external entities or various University departments, this Amnesty does not preclude further action in response to misconduct.

CONDUCT PERTAINING TO PUBLIC ORDER, WEAPONS & UNIVERSITY ORDER OFFENSES

1. Possession or using weapons: Weapons means an object or substance designed or used to inflict a wound, cause injury or incapacitate, including but not limited to all firearms, pellet guns, air pistols, air rifles, any dirk, bowie knife, switchblade knife, ballistic knife or any other knife having a blade of three or more inches, black jacks, metal knuckles, nunchaku, and biological agents. Any display, possession, use, sale, or acquisition of any firearm or other weapon including ammunition, other explosive devices including fireworks, or other objects designed or used to inflict injury or damage on university premises, even if the person possesses a valid concealed weapons permit or other lawful permission to carry a weapon. This includes, but is not limited to, items that simulate weapons or other dangerous objects. The possession of non-lethal self-defense instruments such as mace is not prohibited; however, reckless use of those devices is prohibited.
2. Creating a fire, safety, or health hazard.
3. Impeding or obstructing an investigation, including failing to identify oneself.

4. Failure to comply with the directions of university officials in the scope of their duties, including but not limited to, ignoring prior warnings or instructions set forth by university officials.
5. Possessing, providing, distributing, selling or manufacturing any form of false university or state issued identification.
6. Elimination of body fluids or waste, such as urine, feces, vomit, and blood, in places or receptacles not designed for receipt of such substances.
7. Failure to evacuate any building during a fire alarm.

CONDUCT PERTAINING TO COMPUTER SYSTEMS AND ACCESS

1. Failure to comply with the university Computer Systems Policy, including unauthorized use of university computers and any violation of computer rules or email policies.
2. Violation of the university's privacy and recording policies.

CONDUCT PERTAINING TO RESIDENCE LIFE AND HOUSING

1. Violating any housing or residence life policies. Violating any residence hall policy appearing in Residence Hall policies or any policy properly communicated through the university's housing staff. This includes, but is not limited to, the following:
 - a. Failing to live in university housing if you are a single student under 21 years of age who has completed fewer than 30 hours of transferable, post-secondary school credit. Students required to live on campus must sign a housing lease agreement, pay a housing deposit, and move into student housing by 9 a.m. on the first day of classes OR have an approved Request for Exception to university housing policy, before they can enroll in classes at Naropa University. (Note: the Housing contract agreement is valid for the entire academic year.) In the event that university housing has no available rooms, required students will be exempted from the housing requirement.
 - b. Obstruction or disruption of disciplinary procedures, residence life administrative procedures, or any other residence hall or Naropa University authorized function or event.
 - c. Throwing items of any kind from windows, balconies, roofs, etc.
 - d. Unauthorized occupation or use of, or unauthorized entry into, any residence hall facility or student room.
 - e. The propping open of locked doorways, fire doors, or stairs well entry doors for any purpose, including, but not limited to, creating easy access for friends, parents, or visitors. Authorized key use and doorbell systems are the only appropriate means of gaining entry to the residence hall.
 - f. The unauthorized theft, stealing, taking, misappropriation, possession, retention, damage or disposal of any property owned or maintained by the University, another student, a

- person attending a university sponsored event or any other person; or the unauthorized taking or use of any University owned or contracted service.
- g. Interference with the right of access to residence hall facilities or with any right of any person in university housing.
 - h. Providing false or misleading information, misrepresentation, or misuse of student identification in university housing.
 - i. Setting a fire or the use of candles or any type of open flame or open filament device within the university housing.
 - j. Tampering with or the misuse of any safety equipment such as fire alarms, fire extinguishers, fire hoses, carbon monoxide detectors or any fire equipment, including smoke detectors.
 - k. Failure to follow emergency procedures (fire, flood, tornado, etc.).
 - l. Pets of any kind are prohibited in residences except permitted by university policies and procedures with appropriate documentation. Examples of animals allowed are service animals that comply with other outlined policies.
 - m. No Smoking in apartments/rooms on premises owned or leased by the university. Residents with balcony rooms may NOT smoke on the balconies even with the room door closed.
 - n. No smoking is allowed within 25 feet of any residence hall. The rights of a non-smoker supersede the rights of a smoker. Additionally, residents are not allowed to use devices of any kind, including vaporizers and hookahs, to smoke any substance.
 - o. Violation of respectful noise levels. All residents are responsible for maintaining reasonable studying conditions. Quiet hours begin at 10 p.m. Sundays through Thursdays and 11 p.m. on Fridays and Saturdays. Quiet hours require that noise be reduced so that nothing can be heard from within rooms when doors are closed.
 - p. Failure to respond to a summons (verbal or written) from a housing staff member or other Naropa staff official.
 - q. Violation of guest policy (including winter, Thanksgiving, or spring break vacation housing guest policies).
 - r. Refusing entry to Naropa University staff authorized to conduct health and safety inspections, repairs, or perform an authorized search (see Search and Seizure policies in Housing contract Agreement).
 - s. Violations of the terms and conditions in the Housing contract lease agreement or policies and procedures prescribed in the Residence Life Terms and Conditions Handbook or the Naropa University Student Handbook.

CODE OF CONDUCT: PROCEDURES

REPORTING VIOLATIONS OF THE CODE OF CONDUCT

Suspected violations of policies of the Code of Conduct should be reported via the official Naropa Reporting Form located on MyNaropa or the outward facing website naropa.edu. Reports will be routed to the Dean of Students and the Director of Student Accountability & Advocacy. If the

conduct occurs in university housing, the Director of Residence Life will also receive reports. You may also file your report anonymously, however, this is discouraged as this may limit the ability for university officials to conduct appropriate follow-up and effectively adjudicate the student concern.

Anyone who wishes to report an alleged student conduct violation should do so through the official Naropa Reporting Form. Reports should include: information regarding the person accused of violating the Code of Conduct (the Responding Party), the alleged violation(s) and/or behaviors in question; a summary of the incident(s) including date, time and location; and preferably contact information for all parties involved. All referrals, regardless of whom they are filed against, must be in writing and must be filed as soon as possible, ideally no later than 30 days after the alleged incident.

CONFIDENTIALITY

University officials will take reasonable steps respect confidentiality and anonymity within reporting, but such a request can hamper the university's investigation and so *confidentiality cannot be guaranteed*.

CONDUCT PROCESS

The appropriate course(s) of action required to resolve alleged conduct issues will be determined at the sole discretion of the Dean of Students Office. The following avenues are available to resolve an alleged violation of the Code of Conduct:

1. Restorative Process
2. Formal Administrative Adjudication

COMMENCEMENT OF PROCEEDINGS

Upon receiving a report for an alleged violation against the Student Code of Conduct, the Director of Student Accountability & Advocacy will take the following steps:

1. Schedule an initial inquiry meeting with the Reporting Party and review the allegations to decide whether the allegations could allege a violation of the Student Code of Conduct.
2. If the initial report and inquiry with the Reporting Party infer there may be a violation of the Code of Conduct, the Responding Party will receive a Written Notice of Charges and request to meet.
3. One of following resolution avenues for resolution of the case may be taken:
 - a. Restorative Process
 - b. Formal administrative adjudication
 - c. Utilize non-adjudication supports and resources, both internal and external to the university
 - d. No further action necessary.

See the section "Restorative Process" for the respective approach.

See the section "Formal Administrative Adjudication" for the respective procedures.

Restorative Process

Restorative University Initiative

At Naropa we take a “Restorative First” approach, meaning all cases will be reviewed for applicability to be resolved with restorative practices first, which is at the discretion of the Director of Student Accountability & Advocacy. Restorative Practices seek a balance between support and accountability through creating opportunities to take active responsibility and repair harm caused by violations to the Naropa Code of Conduct, the university housing community standards, and other university policies. A Restorative Process may be between the Responding Party and Naropa University, or the Responding Party and the Reporting Party. Under no circumstances will a Restorative Process be utilized for any allegations of criminal homicide: murder and non-negligent manslaughter, manslaughter by negligence, stalking, dating violence, domestic violence, intimate partner violence, robbery, and aggravated assault.

If at any time during the Restorative Process there is additional disclosure of a potential violation of criminal law or serious violation of the Code of Conduct, the Restorative Process may end and the alleged conduct may be referred accordingly.

Choosing a Restorative Process for Resolution

Upon completion of a Restorative Process, and if applicable, the associated Restorative Agreement, the case and complaint are considered closed and will not be eligible for further adjudication. Completion means all conditions set forth by terms of the process and agreement(s) have been met, and attendance at meetings by the Responding Party has been confirmed.

Once a Restorative Process has been the elected form of resolution by the Responding Party, and the Reporting Party if applicable, the election is irrevocable. The exceptions to the irrevocable nature of choosing a Restorative Process (resulting in a case being referred to the Formal Administrative Adjudication) include the following scenarios:

- the Responding Party rescinds responsibility for the conduct violation(s).
- the Responding Party is absent from the scheduled Restorative Process without providing notice of an emergency or significant unforeseen circumstance to the facilitator in a timely fashion. In the case of absence, the Director of Student Accountability & Advocacy will decide whether a single reschedule is permitted on emergency case basis only. A Restorative Process will not be rescheduled more than one time.
- the Responding Party is 15 minutes or more late to the scheduled Restorative Practice. In the case of tardiness of 15 minutes or more, the Director of Student Accountability & Advocacy will decide whether a single reschedule is permitted on emergency case basis only. A Restorative Process will not be rescheduled more than one time.
- the Responding Party does not fulfill the terms of the Restorative Agreement or does not fulfill these to a satisfactory standard.

- the Responding Party engages in further conduct violations prior to the Restorative Process taking place.
- further information is presented during the pre-conferencing and scheduling phase of a Restorative Process that indicates a wider threat to an individual (self/others), further policies have been violated that would make the situation in-eligible for a Restorative Process.
- Any other situation that the Director of Student Accountability & Advocacy determines would be inappropriate for a Restorative Process.

Restorative Process Outcomes

In the selection of a Restorative Process for the student, and if all required conditions are met, the outcomes are determined within a collaborative agreement between the Responding Party and the Director of Student Accountability & Advocacy, or may include the Reporting Party if applicable and willing to engage in a Restorative Process with the Responding Party. The agreement outcomes must include items that demonstrate accountability and can help repair harm to the Reporting Party and/or community. The restorative agreement outcomes can include, but are not limited to:

- Verbal or written apology, or amends to the Reporting Party
- Reflection exercise
- Community repair exercise or activity
- Restitution
- Relationship repair
- Education or awareness-raising
- Engaging in supportive services for behavior change
- Any other applicable outcomes

The agreement items must be SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound) and satisfactory completion of the agreement items as decided upon by both the Responding Party and the Director of Student Accountability & Advocacy by the deadline, is necessary for the case to be considered closed under a Restorative Process. If these conditions are not met, the Director of Student Accountability & Advocacy will refer the case for Formal Administrative Adjudication.

Formal Administrative Adjudication

At the discretion of the Director of Student Accountability & Advocacy, Naropa may use a Formal Administrative Adjudication Process (“Adjudication”) to address alleged violations of the Code of Conduct.

Use of Formal Administrative Adjudication

Alleged infractions of the Code of Conduct by a responding party may be handled by a Formal Administrative Adjudication in the following circumstances:

- In the event that the student does not accept responsibility for their actions.

- Repeated violations of the Code of Conduct.
- There is a dispute regarding whether the alleged violation of policies occurred, resulting in an investigation.
- The responding party is not ready or willing to participate in a Restorative Process; or
- All other cases at the sole discretion of the Director of Student Accountability & Advocacy.

Administrative Adjudication Referral

If a conduct offense is deemed eligible for Formal Administrative Adjudication, it will be referred to a staff member designated as the adjudicating officer. The adjudicating officer will be the Director of Student Accountability & Advocacy or a trained staff member selected by the Dean of Students who does not have a conflict of interest in the matter.

Administrative Adjudication Procedures for Student Conduct Process

The Adjudication process shall:

- Send the Responding Party a Written Notice of Charge(s) within 5 business days of the alleged violation(s) being reported or referred to the Office of Student Accountability via the student's Naropa email address. The written notification will include a description of the alleged acts, the policies that have been violated, and a pre-scheduled meeting with the Director of Student Accountability & Advocacy or other appropriate Adjudicating officer.
- The meeting will provide an overview of the Student Accountability process, their rights, explore whether the Responding Party would like to accept responsibility for all or any of the alleged violations, and provide an opportunity to present their perspective.
- If the Responding Party elects to accept responsibility for all of the violations, it is at the discretion of the Adjudicating officer if this is eligible for a restorative process, or whether this will be held through Formal Adjudication and move straight to sanctioning which will be administratively applied by the Adjudicating officer. If eligible for a restorative process, the Adjudicating officer will create a reparative agreement in collaboration with the Responding Party (please see, *'Restorative Process'*). In cases in which the Reporting Party is also the impacted party and seeks to be involved in a repair or resolution process, this can also be considered in collaboration with the Director of Student Accountability & Advocacy.
- If the Responding Party does not accept responsibility or does not comment on all or any of the charges, the Adjudicating officer will conduct a robust and thorough investigation within 30 business days of the meeting date by gathering all and necessary evidence, witness interviews and statements. The Adjudicating officer may schedule a final hearing meeting with the Responding Party following the investigation to hear any final statements.
- Within the 30 business days of the initial meeting date, or within 10 business days of a final hearing meeting date if applicable, the Adjudicating officer will render a decision about findings of responsibility based on the preponderance of the evidence standard. If the Responding Party is found responsible for violating policy, the Adjudicating officer will apply sanctions, as appropriate, necessary to the violation when a finding of responsibility is

reached. If the Responding Party is found not responsible for all or any of the charges, those charges will be dismissed.

- In either case of a responsible or not responsible finding, the Adjudicating officer will produce a formal letter articulating alleged violation(s), any findings of fact, any sanctions instituted, and the appeals process.
- As Naropa University is a “restorative first” institution, even in cases of Formal Adjudication, the institution centers the inclusion of reformative learning and accountability while minimizing harm to the community. Restorative repair and educational sanctions that support learning from conduct may be included alongside any other necessary formal sanctions, with the exception of expulsion from the institution.

Findings from Formal Administrative Adjudication

The Responding Party will have a chance to admit to or refute the alleged violations of the Student Code of Conduct.

- If the Responding Party admits to having violated the Code of Conduct, the adjudicating officer will make a recommendation to the Dean of Students of appropriate sanction(s) based on the severity and frequency of the conduct as well as the impact the conduct has had on the responding party and other university community members.
- If the Responding Party refutes the alleged violations of the Code of Conduct, the adjudicating officer will make a determination in the case given all available information as to whether or not the Responding Party violated the code of conduct based on the preponderance of evidence standard. The adjudicating officer may not find a responding party in violation of the code of conduct simply because the student refuted the allegation.

Scheduling

If the Responding Party does not attend a pre-scheduled meeting with the adjudicating officer by the date specified in the notice, or if the Responding Party schedules and does not attend the meeting, the adjudicating officer can decide the outcome of the case in the Responding Party’s absence and shall notify the Responding Party of the same within 60 business days. The responding party cannot be found to have violated the Code of Conduct solely because they failed to attend the meeting.

No Contact Orders

In certain cases, the Director of Student Accountability & Advocacy may issue a written notification for a ‘No Contact Order’ that may be mutual or unilateral, depending on the nature of the alleged violation, the circumstances surrounding the reported conduct, and if there is a finding of responsibility. No Contact Orders prohibit contact with the Reporting Party or between both parties, and the terms will be explicitly provided within the written notification. Failure to comply

with the No Contact Order issues may result in additional conduct violations and further sanctioning.

Interim Suspension

In certain circumstances, the Dean of Students, or a university Executive Director or Vice President may impose a university and/or residence hall interim suspension during the conduct process. An interim suspension may be imposed a) to ensure the safety and well-being of members of the Naropa University community or preservation of Naropa University property; or b) if the student poses a significant threat of disruption or interference with the normal operations of the university. During an interim suspension, the responding party may be denied access to university housing, the campuses, and all other university property, activities or classes for which the Responding Party might otherwise be eligible.

RESPONDENTS' RIGHTS IN THE CONDUCT PROCESS

All Respondents accused of violating the Code of Conduct will be afforded the following rights:

- The right for the Responding Party to know the nature of the complaint, the evidence supporting the complaint, and the impact of their behavior on the residential community and/or Naropa community.
- The right for the Responding Party to present their position to the adjudicating officer(s), including the ability to present pertinent and relevant witnesses and documentation.
- The right of both parties to understand the conduct procedures and the reasons for referral to Formal Adjudication, Restorative Practices, the Office of Civil Rights & Title IX or other relevant department.
- The right of both Parties to have clarification of policies when requested.
- The university retains the right to review meeting issues/decisions with parents and relatives when allowed by law, including when the student appears to be endangering self or others, if the student has violations related to alcohol or drugs, a health or safety emergency, or if the university has a FERPA release of information form on file.
- The right for the Responding Party to be sanctioned based on a preponderance of the evidence and receive rationale for the decision.
- The right to appeal findings or sanctions based on certain conditions outlined in the appeals policy, where the Responding Party had denied responsibility for the charges.
- The right to have a Support Person present who may serve as an advisor or advocate, provided that the Support Person may not participate in the adjudication process. A Support Person may be an individual not affiliated with Naropa if the Responding Party so chooses.
- The right for the Responding Party to review the investigation report and comment on it before a final determination is made in cases where an investigation must take place.
- The right to due process.
- The right to a fair and equitable process that is completed in a timely manner, and to any have procedural delays explained.

- The right to be protected from retaliation for anyone that reports or participates in a Student Accountability process in some capacity, including but not limited to, Responding Parties, Reporting Parties, witnesses, and Support Persons.

ROLE OF A SUPPORT PERSON

The Responding Party and Reporting Party may elect to have a Support Person present with them in any Student Conduct meetings. The Support Person can be a peer, family member, Naropa employee, attorney, or anyone deemed appropriate. The Support Person is there to provide emotional well-being support to the party and may advise them about the process. The Support Person is not to answer questions on behalf of the party. Should the Responding Party or Reporting Party elect to have a Support Person present, they must sign a FERPA release/Release of Information form which will be kept on their file.

Naropa Officials will schedule meetings with the parties necessary to efficiently engage in the process. The inability of a Support Person to attend a scheduled meeting or meetings will not be allowed to unreasonably delay proceedings. Naropa University has sole discretion to determine whether a meeting shall be rescheduled or scheduled for a later date than anticipated to accommodate a Support Person.

GRADUATION, WITHDRAWAL, OR LEAVE OF ABSENCE

Should the Responding Party graduate, decide to Withdraw from the institution, or should they decide to take a temporary Leave of Absence, Naropa University has the right to proceed with the Student Conduct process and hear the case in their absence. Should the Responding Party permanently Withdraw or Graduate and express no intent to return, it is at the discretion of the Director of Student Accountability & Advocacy whether to hear the case in their absence, or to dismiss the case due to lack of disciplinary authority at the time of resolution. If the Responding Party seeks re-entry to the institution following a Withdrawal or Graduation without resolution of a Student Conduct case and disciplinary authority may return, their reentry is conditional upon this resolution. This includes, but is not limited to, completing required sanctions upon return.

If the Responding Party is on a temporary Leave of Absence, they may continue to participate in the Student Conduct process while not being an active student. It is at the discretion of the Director of Student Accountability & Advocacy if they are to hold the process by placing a Student Conduct Registration hold on their account and continuing upon the Responding Party's return to the institution. This will be considered for medically necessary circumstances. In such a case, the Director of Student Accountability will consider the importance of evidence retention in this decision.

Should the Reporting Party decide to Withdraw from the institution, take a Leave of Absence, or graduate, Naropa University has the right to proceed with the Student Conduct process with the Responding Party to ensure the safety and well-being of the Naropa community.

STANDARD OF DECISION

In order to find that a student has violated the Code of Conduct, the standard of decision used in an adjudication is preponderance of evidence. In other words, the Dean of Students or adjudicating officer must conclude it is more likely than not that the violation occurred.

PROCEEDINGS ARE CLOSED AND CONFIDENTIAL

Adjudicative procedures and Restorative Processes are confidential and closed to the public. All students are on notice that the university may record the proceedings; no other party may record the proceedings. The participants in such proceedings are highly urged to maintain confidentiality so as to ensure that there is no re-victimizing, retaliation, or harassment of involved parties and breaches of confidentiality may be considered a violation of the Code of Conduct and may subject the individual breaching confidentiality to disciplinary action. Nothing in this section precludes participants from appropriate disclosures to legal counsel, medical or mental health providers, or designated advisors or advocates as outlined in accompanying policies and procedures.

SANCTIONS

Once a violation of the Code of Conduct is identified, one or more of the following sanctions may be imposed (some of which are further defined in later sections). Sanctioning is based on the severity of conduct, number of violations, impact on the community, and prior warnings from previous conduct. Possible sanctions the Director of Student Accountability & Advocacy or other adjudicating officer may impose as appropriate, which can include but are not limited to:

1. A formal apology
2. A public presentation
3. A reflective essay or a research paper on a designated topic
4. A letter to the harmed party(ies)
5. Attendance at class(es) or lecture(s)
6. Attend SUN meeting(s)
7. Bulletin Board
8. Dean Hold
9. Delay or denial of degree
10. Disciplinary Hold
11. Expulsion
12. Letter of Disciplinary Warning
13. Mandatory Drug and alcohol education, referral or counseling
14. Mandatory Drug and alcohol evaluations, consultations, screenings, educational, or intervention programs with outside agencies, in-person or online
15. Mandatory Drug and alcohol testing, regular or random
16. Monetary fines
17. Naropa University Code of Conduct Reflection

18. Psychiatric assessment
19. Reading books, watching videos, creating or attending a program
20. Residence Hall Reassignment or Termination
21. Restitution/Community Service
22. Revocation of Degree
23. Suspension
24. Probation
25. Deferred Probation
26. Behavioral Contract
27. Parent/Guardian Notification (for drug/alcohol violations)
28. Involuntary Withdrawal (Partial or Full)

The Responding Party will be expected to complete assigned sanctions by a certain deadline. Should the Responding Party need an extension on the deadline, they are to contact the Director of Student Accountability or other appropriate adjudicating officer ahead of the deadline and state the reason for the extension request. It is at the sole discretion of the Director of Student Accountability or other appropriate adjudicating officer whether to grant an extension of time. If this is rejected and the Responding Party fails to complete sanctions within the assigned timeframe, this may result in a Conduct hold or further disciplinary action.

APPEAL PROCESS FOR STUDENTS

A Responding party may only file an appeal to the findings and/or sanctions in following circumstances:

- Where there is demonstrated conflict of interest from the adjudicating officer, such as a personal interest, financial gain, or close relationship.
- Where there is a procedural error
- Where relevant, previously unavailable information could significantly impact the outcome of the investigation.

The Responding Party must note whether they are appealing the finding or appealing the sanction as substantially disproportionate to the findings. The review of the appeal will be based on the existing record or any new, relevant and previously unavailable information provided. A letter detailing reasons for an appeal must be submitted to the Dean of Students within ten (10) business days of the issuance of the notice of the outcome. The Dean of Students may serve as the appeals officer or may assign the appeal to a school official who has had no prior involvement with the case to act as the appeals officer. The appeals officer will review the investigative findings and any arguments made by the Responding Party, including any new, previously unknown information. The appeals officer shall determine whether the appeal meets the grounds established above. If deemed appropriate by the appeals officer, the appeals officer may elect to refer the matter to the adjudicating officer to consider new evidence, amend the original finding, or issue new or amended sanctions recommendations. The decision of the appeals officer is final.

FAILURE TO PARTICIPATE IN SANCTIONS PROCESS

Failure to satisfactorily participate in the Sanctions process may result in a Conduct Hold and further disciplinary action. This includes: 1) failure to attend a meeting or respond to a letter from the Dean of Students' office; 2) failure to complete sanctions as a result of previous student conduct actions 3) failure to complete sanctions to an adequate and satisfactory standard as determined by the Director of Student Accountability & Advocacy.

REPEAT VIOLATION OF THE CONDUCT CODE

Repeated violation of the university code of conduct may result in a higher level of sanctions, including suspension, expulsion and/or termination of university housing, at the discretion of the Dean of Students.

REINSTATEMENT OR RETURN TO THE UNIVERSITY

In all reinstatement or return to the university instances involving sanctions, holds, medical or other withdraw or leave of absence, suspension, arrest, jailed, student hospitalization or clinical crisis treatment the University reserves the right to require sufficient documentation, determined on a case-by-case basis, certifying that the student is qualified and ready to return to full-time academic work and campus life. Any time a student wishes to return to the University, the student may be required to meet with the Dean of Students or their delegate for a reintegration conversation prior to reinstatement and/or return to the university and may be subject to academic or behavioral conditions prior to or upon their return.

IMMEDIATE ACTION

Nothing herein is intended to deny the appropriate school official the option of taking immediate action. Individuals presenting imminent danger to the educational process, community members or property may immediately be removed from Naropa University property by the Dean of Students, or another appropriate University official, when deemed necessary for the safety or well-being of the Naropa community.

ACCOUNTABILITY CONVERSATIONS

In cases where there may not be a clear infraction of the Student Code of Conduct but behavior nonetheless presents concern, the University reserves the right to invite students in for informal accountability conversations as a preventative measure. The purpose of the informal accountability conversation is to meet with the student to discuss reported concerns, outline behavioral expectations, and develop an informal plan for success. Students requested to participate in an informal accountability conversation are required to attend. Failure to comply may result in a Student Code of Conduct process.

CODE OF CONDUCT: ROLES AND DEFINITIONS

For the purpose of the Code of Conduct and the Conduct Procedures related to violations of the Code of Conduct, the following definitions apply:

1. **Adjudicating officer:** The designated individual assigned to investigate an alleged breach of the Code of Conduct. Adjudicating officers can be the Dean of Students, the Director of Student Accountability & Advocacy, the Director of Residence Life, the Civil Rights Compliance & Title IX Coordinator, or any appropriate university official who may assist and conduct an investigation.
2. **Reporting Party:** The party, and/or a representative on behalf of the university, who reports the experience of adverse harm as a result of alleged actions (or inaction) on behalf of the responding party; this may include alleged policy violations. The Reporting Party may or may not be the harmed/impacted party of the conduct as well.
3. **Responding Party.** The party who is responding to the allegation(s) made by the Reporting Party(ies) who experienced adverse harm as a result of alleged actions (or inaction) on behalf of the Responding Party; this may include alleged policy violations.
4. **Retaliation:** Any adverse action taken against a witness, respondent, or complainant for reporting an alleged violation of the Student Code of Conduct, participating in an investigation, or those involved in a Student Conduct process in some manner.
5. **Witness:** A witness is a person who has relevant knowledge of the alleged conduct.

END

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2026-2027 Student Handbook