

## COMMUNITY LIVING

### Lifestyle Expectations

Northwestern College is a liberal arts college within the context of the Christian faith. Our lifestyle expectations are rooted in our understanding of the Christian life as revealed in Scripture, the creeds, and our faith tradition. Although Northwestern students are not required to be confessing members of the Christian faith, they are expected to respect the religious commitments and lifestyle expectations of this Christian community. Students engaging in behavior inconsistent with the policies or philosophy of NWC may be subject to campus disciplinary action.

### Jurisdiction

These policies apply to behavior that occurs on campus or at college-sponsored events or programs held either on or off campus. These policies may also apply to conduct that occurs off-campus and/or online when the Vice President for Student Life or the Dean of Residence Life determines the conduct affects a substantial Northwestern College interest, including but not limited to:

- Any action that constitutes a criminal offense as defined by local, state, or federal law.
- Any situation where it appears that the behavior presents a threat to the health or safety of self or others;
- Any situation that significantly impinges on the rights, property, or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational or missional interests of Northwestern College.
  - This may include but is not limited to cases in which a student serving in an official capacity, such as holding a leadership position, competing on a team, or performing in the arts, uses that position to advance a position that runs counter to Northwestern's educational or missional interests.

## CAMPUS POLICIES FOR COMMUNITY LIVING

### Alcohol

The abuse of alcoholic beverages is contrary to Biblical principles in which life, health, and one's rational powers are sacred trusts which must not willfully be destroyed or impaired. While recognizing the principle of individual Christian liberty in certain areas of behavior not specifically prohibited in Scripture, Northwestern believes that it is for the good of the community as a whole that all members agree to abide by a policy which calls for:

- Abstinence on campus, in college owned off-campus housing, and at off-campus college events.
- Responsible and lawful use (for students age 21 or over) off-campus settings unrelated to the college.

### Principles

Alcohol consumption causes a number of marked changes in behavior. Even low doses 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 increase the incidence of a variety of aggressive acts including abuse. 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 will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

This policy is in force to a) ensure a campus climate where abstinence is respected as a pattern for all of life and b) to counteract the effect of peer pressures that lead some to engage in the misuse or abuse of alcohol.

### Alcohol Regulations

The following regulations will be followed in implementing this policy:

1. The possession or use of alcoholic beverages on college-owned property, in off-campus housing or at college-sponsored activities, functions, trips, etc. (on or off campus) is forbidden. On college-owned property, the presence of any alcoholic beverage container; full or empty will be interpreted the same as actual possession by all those in the area where the container is found. Any member of the college community found in violation of this policy will be subject to discipline.
2. Any member of the college community who returns to campus and gives clear evidence of intoxication (i. e. incoherent speech, lack of physical coordination) or creates a disturbance on campus related to the consumption of alcohol will be subject to discipline.
3. An off-campus social event sponsored by a college organization or group, an event advertised on campus, or an event in any way related to the college shall be subject to the on-campus regulation.
4. Students who are underage should be aware that they are violating the law if they consume alcoholic beverages. This fact is taken into consideration during the disciplinary procedure. Students can face campus discipline for on-campus or off-campus underage drinking. In accordance with Title II of public law 101-542, Crime Awareness and Campus Security Act of 1990, statistics will be kept on the frequency of underage liquor law violations on the Northwestern campus.
5. If the student who has been misusing alcohol seeks help from the college prior to being confronted for a violation, the college reserves the right to suspend normal disciplinary action. A student seeking assistance for a substance abuse problem is encouraged to seek out a faculty/staff member. That faculty/staff member will assist the student in finding appropriate treatment and follow-up care. Professional confidentiality will be maintained. In special cases, such as the safety of the individual and community, the limits of confidentiality may need to be extended past the initially involved parties. The

difficulties of freeing oneself from alcohol abuse are well known, and the college wants to surround the person with the best possible support to deal with this problem.

6. Northwestern College subscribes to the concept of a "Good Samaritan" policy. In the event that a Northwestern College student is in physical or emotional danger due to the abuse of alcohol or drugs, a fellow student who chooses to intervene in the situation to guarantee the safety of the affected student may be absolved from formal discipline sanctions.
7. Posters or other paraphernalia that display alcohol advertisements or reference to alcohol are not to be displayed in public view in student rooms. They are not to be visible from the hall or from outside the room, and the Resident Director has the option to ask the student to remove the poster or paraphernalia from the room.
8. Students who are 21 should be aware that if they violate local, state, or federal laws they could face campus discipline.
9. If a student is suspected of being under the influence of alcohol at a college-sponsored event, he/she will be required to submit to a breathalyzer in order to remain at the event.
  - If the student refuses to take the test, the student will be asked to leave the event immediately and will face disciplinary consequences for being intoxicated at a college-sponsored event.
  - If the student is under 21 and the breathalyzer test indicates the presence of any alcohol, they will be asked to leave the event immediately and will face disciplinary consequences for underage consumption of alcohol.
  - If the student is 21 or over and the breathalyzer test indicates a blood alcohol concentration of .08% or higher, they will be asked to leave the event immediately and will face disciplinary consequences for being intoxicated at a college-sponsored event.
  - If the student is 21 or over and the breathalyzer test indicates a blood alcohol concentration of less than .08%, they will not face disciplinary consequences but may still be asked to leave the event due to their disruptive behavior.
  - In all cases, student safety is of utmost importance. Therefore, any student who is tested and has alcohol in their system will not be allowed to leave the event without a ride from a sober driver.

### **Alcohol Violations**

Students found in violation of the policy for the first time will be required to complete a minimum of three hours of community renewal, as well as an educational component (see Discipline Process), and depending on the circumstances may be asked to go through an alcohol assessment with a local drug and alcohol counselor. Students found in violation of the policy a second time will be required to complete an alcohol assessment with a local drug and alcohol counselor, follow through with any recommended treatment from that assessment, complete a more significant educational component, and complete a minimum of five hours of community renewal. Students found in violation of the policy a third time will be recommended to the Vice President for Student Life for dismissal from the College.

### **Bullying**

Bullying includes repeated and/or severe aggressive behavior which is likely to intimidate or intentionally hurt, control, or diminish another person either physically or mentally. Bullying is not speech or conduct otherwise protected by the First Amendment. Examples of bullying can include but are not limited to:

- Disparaging comments about race, color, appearance, national origin, disability or any other distinguishing characteristic
- Actions that involve an imbalance of power, aggression, and a negative, repeated behavior.

### **Computer Network**

Northwestern College network resources are not to be used for accessing pornography, gambling websites, file sharing of copyrighted materials, circumventing network security, or creating unnecessary network traffic. Any attempt to connect to the internet via a file-sharing program will be considered an attempt to circumvent network security and will result in disciplinary action. File sharing programs must be uninstalled before connecting to the NWC network in order to avoid disciplinary action. Inappropriate file-sharing software includes but is not limited to Ares, BitTorrent, Direct Connect, eDonkey, eMule, Morpheus, iMesh, FastTrack, Grokster, Kazaa, Gnutella, BearShare, Limewire, Gnutella2 and Blubster.

All internet traffic is logged and archived by Northwestern College. Northwestern College has the right to monitor any and all use of its network resources. Students found circumventing the campus network will be denied access to the campus network from their personal computer until a \$100 fine is paid. Repeat infractions will include more serious consequences as deemed appropriate by the Student Life staff. Computing Services will also notify Student Life of any other network infractions listed above, each of which is subject to campus discipline.

### **Dancing**

Northwestern has the following expectations for sponsored dances. These guidelines ensure dances are safe and fun for everyone.

- Music played at sponsored dances should refrain from
  - The use of profanity and vulgar language,
  - Sexually explicit content
  - Glorification of alcohol and drug use
  - Lyrics that are demeaning towards specific people groups (Race, Class, Ethnicity, Gender)
- Keep your dress attire in good taste and in accordance with the college's mission and purpose
- No outside food or beverages are permitted
- Be considerate of others and refrain from inappropriate and offensive types of dancing
- There is zero tolerance for students attending a dance with evidence of alcohol in their system. Students suspected of being under the influence of alcohol will be required to take a breathalyzer test in accordance with the Breathalyzer Policy.
- As in all campus activities, our expectation is that sponsored dances will be in harmony with NWC's mission and purpose.
- All DJ's must sign an agreement form that they will adhere to our dance guidelines

### **Dishonesty & Non-Cooperative**

Because honesty and mutual respect are the foundations of healthy community life, students are expected to exemplify these virtues in their interactions with student life staff. Failing to be truthful or cooperative with student life staff, or any other campus employee, will communicate a student's unwillingness to abide by the expectations of the community and may result in the removal of the student from the campus community.

## **Drones (AKA Unnamed Aircraft Systems)**

The personal, institutional or commercial use of unmanned aircraft systems (UAS), as defined by the Federal Aviation Administration (FAA) is prohibited on campus unless preapproved in writing by the Vice President for Student Life or the Vice President for Financial Affairs. Any and all data obtained from an approved use of a UAS on campus must be provided to the College upon request. UAS operators are solely responsible for any injuries or damage of any type caused to property and/or people by the UAS. The UAS Operator will indemnify, defend and hold the College harmless for any costs or damages, including reasonable attorney's fees, incurred by the College in connection with the use of a UAS. The College will not be responsible for any damages of any kind caused by use of a UAS. Any operator of a UAS must register the UAS with the FAA and other governmental authorities as required. The operator must also follow all pertinent federal, state and local laws. Detailed information regarding federal regulations can be found on the Federal Aviation Administration website at [www.faa.gov/uas/](http://www.faa.gov/uas/).

## **Dress**

Appropriate dress consistent with Christian standards is an important factor in our college community. "Appropriateness" includes not only what we wear but also the manner in which we wear it. Clothing choices should not create a distraction to the living and learning environment. Students are expected to be fully clothed in modest, appropriate clothing in all public (non-residential) areas on campus. Nudity is not appropriate or tolerated in public areas. Nudity that occurs in the single-sex residence halls should be practiced with discretion and respect for others in the halls. Failure to observe these guidelines may result in discipline up to and including dismissal.

## **Drugs**

The use of illegal or hallucinogenic drugs or intoxicants and the misuse of prescribed and over-the-counter drugs is destructive of the welfare of students. The illegal possession and the disposition or use of drugs (or possession of drug paraphernalia), except as directed on over-the-counter drugs or as prescribed by a medical doctor, is prohibited. Therefore, the following regulations are enforced:

1. Any student who gives evidence of illegal possession, improper disposition, or use of drugs (or possession of drug paraphernalia) on or off-campus could be subject to immediate dismissal by the Vice President for Student Life, and may be reported to the proper legal authorities. In circumstances where drug use is suspected, the college reserves the right to ask students to submit to a drug test at the Orange City Area Hospital. The presence of these drugs will be interpreted as possession.
2. A student who gives evidence of illegal possession or use of drugs or intoxicants will be required to identify the establishment or individual from which they were secured. Should the source identified be a student at Northwestern College, he/she shall be dismissed.
3. If a student who has been taking drugs seeks help from the college, the college reserves the right to suspend normal disciplinary action. Any student seeking assistance for a substance abuse problem is directed to go to the Counseling Center or other agreed upon arrangements. Professional confidentiality will be maintained. In special cases, such as the safety of the individual and community, the limits of confidentiality may need to be extended past the initially involved parties. The difficulties of freeing oneself from the drug habit are well known, and the college wants to surround the person with the best possible support during the crucial period of withdrawal. Therefore, he/she will be expected to accept such help as is determined necessary after consultation with the Counselors or other agreed upon arrangements.
4. Detailed information can be found on the Web at <http://www.druglibrary.org> concerning the use and effects of controlled substances. This web site also lists state and federal trafficking penalties associated with their misuse. This information is provided so Northwestern College is in compliance with the provisions of the Drug-Free Schools and Communities Act Amendments of 1989, the Higher Education Amendments of 1986, and Public Law 101-226. A hard copy will be furnished upon request.

## **Summary of Federal & State Laws and Sanctions for the Unlawful Possession, Use, or Distribution of Illicit Drugs and/or Drug-Related Paraphernalia**

*(A more detailed explanation of legal sanctions can be found in the Student Life Office.)*

**Possession** of controlled substances, such as narcotics, stimulants, depressants or hallucinogens, carries criminal penalties including imprisonment up to 20 years and fines up to \$10 million under federal laws, depending on the type and quantity of drug and whether it is a first or subsequent offense. Moreover, personal property may be forfeited and federal benefits, such as student loans and grants, may be denied on the first offense.

Under State of Iowa and local laws, simple possession is a serious misdemeanor and criminal penalties may include up to a year imprisonment and/or a fine of up to \$1,875.

While Marijuana has become legal in some states, it remains illegal to manufacture, possess, consume, or distribute this substance in the state of Iowa.

**Drug Paraphernalia:** No person may use, possess, manufacture, or deliver drug-related paraphernalia. Drug-related paraphernalia is defined to be all equipment, products, and materials of any kind which will be used, intended for use or designed for use with regard to drugs in any manner.

**Trafficking** in a controlled substance carries criminal penalties including imprisonment up to life and fines up to \$20 million for an individual under federal law, depending on the type and quantity of the drug and whether it is a first or subsequent offense.

Under State of Iowa and local laws, trafficking an illicit drug carries criminal penalties of up to 50 years in prison and up to \$1 million in fines, depending on the type and quantity of the drug. Subsequent violations can triple the imprisonment sentence and fine. Moreover, there are special penalties for trafficking to minors.

## **Summary of State Laws and Sanctions Regarding Alcohol**

*(A more detailed explanation of legal sanctions can be found in the Student Life Office.)*

No one can have open containers of alcohol in a motor vehicle on a public street. Violation results in a fine of \$200. No one can use or consume any alcoholic beverage on a public street. A court appearance is required.

- No one can use or consume any liquor at an elementary or secondary school or on any elementary or secondary school premises.
- No one can be intoxicated or simulate intoxication in a public place. A court appearance is required.
- A person under age 21 cannot have any alcoholic beverage in his/her possession or control except in a private home with the knowledge, consent and presence of the parent or guardian. Violation results in a fine of \$200. Second offense: Unscheduled misdemeanor punishable by fine of \$500 and shall have an abuse evaluation or loss of driver license for no more than one year. Third offense: Unscheduled misdemeanor punishable by fine of \$500 and suspension of driver license, not to exceed one year.
- No one can sell or give alcohol to a minor (with the exception stated above regarding alcohol in a private home with the knowledge, consent and presence of a parent or guardian).
- No person can misrepresent their age for the purpose of obtaining alcohol.
  - The penalty for the violation of any of the above crimes is up to 30 days in jail or up to a \$200 fine, except if someone gives alcohol to a person 19 or 20, and the "supplier" is under 21 the offense is a simple misdemeanor, while if the "supplier" is 21 or over the offense is a serious misdemeanor.
- No one shall operate a motor vehicle on a public street while intoxicated.
  - The penalty for OWI varies depending on whether it is a first offense, second offense, etc. For the first offense, the penalty is 48 hours in jail and, generally, a fine of about \$1,250. There is also a loss of driver's license privileges for roughly 6 months. For the second offense, the penalty is a minimum of 7 days in jail but not to exceed two years as well as a minimum fine of \$1,875 but no more than \$6,250 and loss of driver's license for a minimum of one year. For the third offense, the penalty of a minimum of 30 days in jail but could be up to a 5 year incarceration, a minimum fine of \$3,125 but not more than \$9,375 and loss of driver's license for 6 years.
- Also a person under age 21 is subject to the "zero tolerance" law which went into effect July 1, 1995. For example:
  - "Zero Tolerance" is at least .02 blood alcohol content (BAC).
  - .02 BAC can result from one beer or drink—or less.
  - Any driver under 21 who is stopped and tests as little as .02 BAC will lose his/her driver's license for at least 60 days for the first offense.
  - If a driver refuses to take the BAC test, the driver's license will also be suspended for one year.
  - No school or work driving permit will be allowed.
  - Cost of the Drinking Driving Course is approximately \$100, to be paid by the offender.
  - Subsequent violations will result in license revocation for a minimum of 90 days with no school or work driving permit.

## Drug/Alcohol Treatment Facilities

### Keystone Treatment Center

1010 E. 2<sup>nd</sup> Street  
Canton, SD 57013  
(844)-849-1331

### Seasons Center for Behavioral Health

147 South Main ST  
Sioux Center, IA 51250  
(800)-242-5101

### Jackson Recovery

19 Lincoln ST SE  
Le Mars, IA 51031  
(712)-546-7868

### New Life Treatment Center

130 Dakota ST  
Woodstock, MN 56186  
(507)-777-4321

## Gambling

The intent of gambling is contrary to Biblical standards and the philosophy of life at Northwestern. Thus, it is not to be tolerated on campus, and can lead to disciplinary action.

## Guests

Guests (non-NWC student) staying overnight are welcome on Northwestern's campus and while here, are expected to adhere to the same standards and college policies that are required of students. Per the visitation policy, persons of the opposite sex and/or romantic partners are not allowed to stay overnight in campus residences. Guests in student rooms are limited to two consecutive nights. The student hosting a guest is responsible for the guest's behavior. Any guest(s) involved in campus violations may be prohibited from returning to campus for a set time, and the host student may face disciplinary action. Guests requiring parking should contact the Campus Security Director or the Student Life Office during normal business hours for temporary parking permits.

NWC students are prohibited from charging rent or in any other way profiting from a guest staying overnight at Northwestern.

## Harassment

Harassment of fellow students, faculty/staff members, or anyone else on our campus is not permitted. Not only is harassment detrimental to the individuals involved but also to the campus community as a whole. Therefore, any harassment (verbal, physical, or via electronic technology) will be dealt with in a strict manner.

Examples of harassment include, but are not limited to:

- epithets, slurs, denigrating jokes or negative stereotyping;
- threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers health or safety;
- written or graphic material that degrades or shows hostility or aversion;
- pranks or horseplay intended to embarrass or humiliate;
- imposing submission to unwelcome verbal or physical conduct;

Often harassment focuses on race, color, national origin, sex, age, disability, or other defining characteristics. In such instances, Northwestern will observe its policy on non-discrimination (see Title IX policy for more information). Institutional responses will focus on:

- Caring for the victim(s) of the behavior and protecting them from future harassment.
- Educating the offender on the seriousness of the offense and its effect on the victim(s) and on the campus as a whole.

- Imposing sanctions in proportion to the offense, up to an including dismissal.

Title IX (page 43) (see attached document)

## Hazing

Hazing is defined as any action taken or situation created, intentionally or unintentionally, whether on or off College premises and whether presented as optional or required, to produce: mental, physical, or emotional discomfort; servitude; degradation; embarrassment; harassment; or ridicule for the purpose of initiation into, affiliation with, or admission to, or as a condition for continued membership in a group, team, or other organization, regardless of an individual's willingness to participate. Hazing is not permitted and will be dealt with in a strict manner.

## Language

The language that we use says a lot about who we are and where our priorities lie. Therefore, it is imperative that as we communicate as a community we do so in a manner congruent with our stated mission and beliefs. Profanity, vulgarity, and all other inappropriate language will not be tolerated within the community, and students are subject to campus discipline for blatant disregard of this standard.

## No contact directive (NCD)

There are times when friendships or other relationships become unhealthy, resulting in emotional distress that hinders the academic performance and/or emotional well-being of one or both parties. Where possible and advisable, the college will first attempt to facilitate conflict resolution between the parties. However, there are instances in which conflict resolution is not a viable alternative and it is necessary to put in place a no contact directive (NCD) between the parties. Being named in a NCD does not imply that a student has violated a conduct policy, only that they are party to a friendship/relationship that may lack proper boundaries. A NCD is meant to establish clear boundaries, and in so doing, relieve emotional/academic distress.

A NCD may include restrictions on communication, proximity, and access to certain campus locations. Although the parties will likely continue to see one another in common spaces on campus, this directive prohibits initiating communication and contact with the other person(s) and/or through third parties on behalf of the students named in the order. NCDs are distinct from court-ordered restraining orders, as they do not carry legal penalties beyond the college's disciplinary process. Violating the terms of the NCD can lead to disciplinary action, including suspension or expulsion. NCDs may be reviewed annually or upon request to the Student Life Office.

## Pornography

The intent of the various forms of pornography – to become sexually aroused by an image rather than by a person with whom you are in relationship – is contrary to the Christian ideal of healthy sexuality. Pornography treats another human being as an object for one's own pleasure rather than as a person made in the image of God. As such, students are not permitted to possess or display pornographic materials on Northwestern's campus, in college-approved off-campus housing, or at off-campus college events. This includes pornographic books, magazines, x-rated videos, and online porn (whether accessed through college computers or through your own computer or smart phone). For violations on the Internet, campus computer privileges may be revoked and/or monitored. Students caught using pornography are subject to campus discipline. If you feel you have an unhealthy interest in pornography, we encourage you to reach out to a residence life or student life professional, a campus therapist, the Dean of Christian Formation, or another trusted mentor or friend.

## Pranks

Pranks may cause inconvenience, conflict, physical damage, and even personal harassment.

- Participants will be held responsible for the results.
- If college personnel need to repair, restore, or clean an area, participants will be charged up to \$30 per hour per employee.
- Entering a locked campus building or being on a building roof without authorization will result in a \$150 fine per person.

## Quiet Hours

Each resident facility has established quiet hours of 11 PM until 9 AM. It is the responsibility of the residents to enforce the hours and policies in their own living area. Respect for others in the living area should be shown since residents are operating on many different schedules of sleep and study time. This includes the use of sound equipment. The volume is expected to be maintained at a level which is considerate of others in the living area. Those consistently violating the rights of others may be denied further opportunity to operate their equipment.

Quiet Hour Violations

1. 1st Incident – Verbal Warning
2. 2nd Incident – Written Warning
  - a. Written warning in which the student is informed that this is his/her second incident. The student is once again informed of consequences of future noise violations.
3. 3rd Incident – Fine
  - a. The student will be fined \$10. If the fine is not paid, the case will be referred to the Residence Life staff for disciplinary review. The student is notified that future warnings will result in an Incident Report being filed with the RD and are subject to disciplinary action.

## Safety & Security

For security purposes the residence halls and the Bolks Apartments are continually locked. The only access to these locations is the card reader entrance. Students are not allowed in campus buildings after they are closed for the evening. This includes construction zones on campus. Safety and security concerns dictate this restriction. Students found in campus buildings after hours are each subject to a \$150 fine and will be assessed restitution for any damages or clean up caused by their unauthorized entry and presence in a closed campus building. If deemed appropriate, criminal prosecution will also be pursued. A student found in violation of this policy a second time is subject to additional fines and possible suspension or dismissal.

## Smoke Free Work Place

In accordance with Iowa's Smoke-free Air Act, Northwestern's campus, including buildings and outdoor spaces, is required to be smoke free. Smoking is prohibited on our athletic fields, inside or outside of our buildings, on parking lots, or in a vehicle on one of our parking lots.

In addition, Northwestern College has chosen to be a tobacco-free campus and students are prohibited from using any tobacco products while on college property. Students are also prohibited from using products that simulate tobacco use, such as e-cigarettes and herbal chew. Vaping is also prohibited on campus. Due to the ease in which persons can use vaping equipment to inhale illegal substances, vaping equipment of any kind is also banned on campus and will be confiscated by residence life staff if found in the possession of a student.

## Sportsmanship

In keeping with our Christian commitment, sportsmanlike conduct is expected at all athletic events, both intercollegiate and intramural. This includes respect for all officials, athletes, and spectators. Appropriate disciplinary action will be taken for violation of this policy.

## Theft

Students involved on or off campus in stealing of property or connected with those stealing property are subject to significant discipline that likely will result in restitution for anything stolen and dismissal from college. Local police will likely be involved.

## Visitation (Open Hall) Hours in Residence Hall

Open hall hours:	Wednesday	2:00 pm - 11:00 pm
	Thursday	2:00 pm - 11:00 pm
	Friday	2:00 pm - 1:00 am
	Saturday	11:00 am - 1:00 am
	Sunday	11:00 am - 11:00 pm

During open hall hours, visitation is allowed in the living areas by members of the opposite sex. Stairwells are considered living areas and are subject to the hours stated in this policy. The door must remain ajar while a guest of the opposite sex is present in a student's room. Residents are expected to dress modestly so as to avoid embarrassment in anticipation of the presence of a guest during "open hall" hours. Additional open hall hours may also be established for a limited number of special occasions. Requests should be made to the RD for special open hall hours.

Violation of the standards shall be subject to disciplinary action as determined by the Student Life staff. The privilege or participation in "open hall" may be withdrawn from a living unit of an individual for a period of time for violation of visitation regulations.

## Visitation in Other Living Units

In the Courtyard Village and Bolks Apartments the open hall hours listed above do not apply. However, students of the opposite sex may not sleep or spend the night in these living units. Furthermore, in the Bolks Apartments, and Courtyard Village basement apartments, visitation in bedrooms is prohibited from 12:00 midnight to 12:00 noon. Visitation in the bedrooms of non-basement Courtyard Village units, (Apartments 3-10, 13-20, 23-30) is prohibited at all times. A violation will result in disciplinary action.

## Violence/Fighting

Acts of violence that are intentional and/or flagrant will not be tolerated and will be subject to significant discipline.

# DISCIPLINE PROCESS

## Philosophy

Upon applying to be a student at Northwestern, every student is informed of a number of standards that guide our life together at Northwestern. Each student signs a statement which reads: "I understand the views and concerns of the college and agree to cooperate with the responsibilities expected of me." It is expected that all students have chosen Northwestern because of the kind of lifestyle that is expressed in these policies.

The college reserves the right to take disciplinary action against anyone who demonstrates he/she is unwilling to conduct him/herself as is expected of students in this institution. Such disciplinary action may be in the form of a warning, probation, required consultations, community renewal, fines, temporary suspension, or dismissal from college. If a regulation is violated, the Student Life Office normally uses a contract or behavioral agreement designed to help the student make responsible decisions regarding future actions. The terms of the agreement include the college's clarification of its specific expectations for the student and the student's written agreement to work within these expectations. Typically, this incorporates community renewal hours that may include:

1. Community service (Each hour of community service equals one hour of community renewal).
2. A written response in the form of an "insight paper" (3 pages = 1 hour).
3. Counseling on campus with staff/faculty.
4. Counseling off campus at a referral site.
5. A fine (1 hour = \$25.00).
6. Combination of any or all these adding up to the designated allotment of time.

Failure to abide by the terms of the contract is viewed as evidence of the student's lack of desire to remain as a member of the community. In some instances where the offense is considered severely damaging to the Christian college community, the student may be dismissed by the Vice President for Student Life without benefit of the contract system.

Disciplinary action may include suspension. During a suspension, a student will remain off campus for the duration of the suspension with the exception of attending

classes and chapel. Suspended students will attend all classes and chapels but will need to obtain meals and lodging off campus during the suspension period. When a student is suspended or dismissed, the parents of the student will be notified that the student has temporarily been removed from the college community.

The “due process” procedure is used in cases when it is presumed college rules have been broken:

1. The student will be confronted by a member of the Student Life staff (an RD, Dean of Residence Life, or Vice President for Student Life) and the issue under question will be discussed.
2. If, after discussion, the Residence Life Staff has determined that it is more likely than not that a violation has taken place (there is a preponderance of evidence), a Resident Director, Dean of Residence Life, and/or the Vice President for Student Life will discuss a contract with the student concerned. The intent of the contract will be to further the student’s individual growth. The contract will state both the offense and the expected penalty. By signing the contract, the student acknowledges that he/she understands the terms of the contract. Terms of the contract are binding and not dependent on the student’s signature. The student is responsible for living within the standards of the college plus the specific agreements in the contract. The expected penalty will take into consideration the present offense and the student’s previous behavioral record.
3. The disciplinary process is a redemptive one and is not a legal proceeding. Except for Title IX cases, the involvement of professional legal counsel in disciplinary proceedings is prohibited.

### **Procedure for Appeal**

A student may appeal any disciplinary decision made by the Student Life staff. All appeals must be made in writing (either printed or emailed) to the Student Life Office within two (2) business days of notification of the disciplinary decision. Upon receipt of your appeal request, the Vice President for Student Life will forward the request to the faculty chair of the discipline appeals board. The chair will decide if the appeals hearing will be heard. If the chair deems it unnecessary to hear the appeal, then the appeal will not be granted and this is the final decision. An appeals hearing will be granted if one or more of the following conditions are satisfied:

1. The ruling was based on insufficient evidence.
2. New evidence is now available that was not known at the time of the ruling.
3. The sanction was too severe.
4. Due process was not followed.

If a hearing is to be held, the chair will assemble a representative group of 2 faculty/staff members and 2 students to serve as the student discipline appeals board and to hear the appeal. In the event of a tie, the faculty chair has the right to vote in order to break the tie. The appeal over academic calendar breaks will be handled as soon as possible but not later than one week after classes resume following the academic calendar break.

During the appeal period, a student may continue his/her normal activities as a student unless the Student Life Office deems the student's presence on campus to be detrimental to the campus community. The Student Life Office reserves the right to enact interim measures (i.e. restricting access to campus) until the appeal hearing.

### **Faculty Chair**

The faculty chair is appointed by the Vice President for Academic Affairs and is trained on discipline procedures, appeals processes, and HIPPA/FERPA by the Vice President for Student Life. The role of chair involves selecting the appeals board members, training those members on student discipline policies and practices, leading of the appeals meetings, and writing a report of the discipline appeal board's findings.

### **Appeal Hearing**

The hearing allows the appellant to present his/her case. The board has the right to call witnesses as part of the hearing. Following the appellant's presentation, the Student Life staff will have an opportunity to share the reasons for their prior ruling. The board will then deliberate and make a ruling within two (2) business days. That ruling will be shared in writing with the appellant and with the Vice President for Student Life. This decision is final and cannot be appealed.

## **ATHLETIC DEPARTMENT POLICY ON CONDUCT & DISCIPLINE**

### **Statement Of Purpose**

The Northwestern College Athletic Department is committed to the development of student-athletes in the areas of *character, academic success* and *athletic excellence* within a Christ-centered environment. Student-athletes not only represent themselves, but also God, their families, teammates, coaches and Northwestern College. Our goal is to develop and reinforce a climate of positive behavior wherein our coaches teach and student-athletes embrace a life-style which will enable them to positively impact all who come in contact with them and allow them to leave a legacy of Godly men and women.

### **Athletic Department Covenant**

As a part of Northwestern College's athletic department, athletes and coaches are expected to compete, practice, learn, and make decisions in a manner that illustrates commitment to Northwestern College, their team and Christ's example. This is accomplished through continual growth in the areas of integrity, discipline, and accountability.

**Integrity** – choosing wise behaviors in the small daily decisions athletically, academically, socially, and spiritually.

**Discipline** – understanding that in order to be successful individually, and for the team to be successful collectively, discipline must be embraced.

**Accountability** – taking responsibility and action for what happens. One of the greatest compliments one can receive as a member of a team is that one can be counted on.

### **Behavioral Guidelines**

Student-athletes are expected to live within the boundaries established by Northwestern College campus policies for community living. In addition, student-athletes are expected to meet any behavioral guidelines established by the Athletic Department or by the coaches of their particular team. Student-athletes are expected to live within these boundaries from the time they report to campus until the time they leave campus at the end of the academic year. They shall also be subject to discipline if they break any criminal laws during the summer.

## **Athletic Conduct & Discipline Board**

The Athletic Conduct and Discipline Board will review activity of student-athletes that is not consistent with prescribed behavioral guidelines. The Board is composed of two members of the Athletic Department and one member of Residence Life. The Director of Athletics, the Dean of Residence Life and the Champions of Character Administrator will serve in these roles. However, in their absence each department must designate a substitute. If one of the members of the board is a head coach and a case involves an athlete in their program a substitute member from the Athletic department will take their place.

## **Function of the Athletic Conduct & Discipline Board**

A student-athlete will first be subject to policies and due process outlined in the student handbook. If a student-athlete commits a campus infraction, the initial portion of the disciplinary process will be headed by the Vice President for Student Life in conjunction with the Dean of Residence Life.

If an infraction occurs which indicates a need for action involving the Athletic Conduct and Discipline Board the Dean of Residence Life will contact the Athletic Director who will then contact the other members of the Board and schedule a meeting of the Board. The meeting of the Board will take place in a timely fashion for the benefit of the athlete, team, Athletic Department and Northwestern College.

The head coach of the athlete involved will be contacted by a Board member and made aware that an infraction has occurred and that the Board is making an initial review of the case. After an initial review of the case, the head coach will be invited to discuss the case and become involved in the process of determining an appropriate action in response to the violation. The final decision will lie with the Athletic **Conduct and Discipline Board**. Following the decision by the Athletic Conduct and Discipline Board, the Director of Athletics will meet with the student-athlete and head coach to share the Board decision. Coaches, in cooperation with the Director of Athletics, will be responsible for carrying out the provisions set down in the board decision.

## **Statement of Consequences**

The Athletic Department retains the right to establish consequences for failure to meet any guidelines established by the department in general or by a coach of a particular sport. In light of the increased visibility of the athletic arena and the potential impact of inappropriate behavior on fellow team members, the coaching staff, the total Athletic Department and Northwestern College, the Athletic Conduct and Discipline Board retains the right to expand the domain of jurisdiction over student/athletes beyond that which is indicated in the general student handbook.

Consequences for behavior that is not in concert with the mission of the Athletic Department or Northwestern College may include: counseling, probation, suspension from practice and/or games, and in severe cases reduction or loss of scholarship and dismissal from a team. Consequences for behavior may vary according to the situation being considered. In some cases the consequences will be limited to the contract developed by Residence Life. *Repeat infractions will generally result in heavier penalties.*

## **Appeal Process**

A student may appeal any disciplinary decision made by the Athletic Conduct and Discipline Board to the Student Discipline Subcommittee of the Campus Life Committee. This subcommittee consists of three faculty members and two students who serve on the Campus Life Committee. All appeals must be made in writing (e-mail is not acceptable) within 24 hours of notification of the disciplinary decision being appealed to the chair of the subcommittee. An appeals hearing will be granted only when one or both of the following conditions are satisfied:

1. The introduction of new evidence or factors which were not included in the original disciplinary decision.
2. Proof of extenuating factors or results of the disciplinary decision that were not considered or foreseen by the individual or group making that decision.

The chair of the Student Discipline Subcommittee has the right to determine whether or not to grant an appeal hearing. A decision made by the Student Discipline Subcommittee may be appealed to the President of the College, who is the final authority of appeal.

## GENERAL CAMPUS POLICIES

### Announcements

Bulletin boards are provided across campus for the purpose of displaying announcements and posters. All announcements or posters for non-college sponsored events must meet the approval of the Office of Student Life before being posted. Posters are not to be taped to the windows of any buildings.

### Bicycles

- NWC offers a free bike check-out program. You may check out a bike at the AV desk in the Learning Commons.
- Bicycles should be parked in racks when not in use. Bike racks are available near buildings across the campus.
- Bicycles may be stored in dorm rooms throughout the academic year.
- Bicycles must be registered at the Student Life Office in the Ramaker Center. There is no charge for registration.
- NWC is NOT responsible for damage to bicycles left in bike racks. Students may store their bikes free of charge in the Maintenance Building for the winter months. Please contact the Maintenance Department or bring your bicycle to the Maintenance Building during business hours.
- All stored bikes must be picked up by May 1.
- Bikes left after graduation will be given away to non-profit organizations.
- Students are not permitted to borrow a bike - take and ride a bike that is not their own; even if they return the bike - unless given expressed permission beforehand by the owner of the bike. Students found in violation of this policy will be fined \$50 and will be held responsible for any damage the bike sustains while in their possession.

### College Motor Vehicles

Students driving a fleet vehicle on behalf of the college must obtain prior approval from the NWC Maintenance Office. The student must be at least 21 years old, possess a valid driver's license and have a good driving record. A Driver Request Form must be completed and the student approved by the college's insurance company to drive. All student drivers operating a 15 passenger van are required to go through a driving course. The course is offered three times a year with dates to be announced.

### Campus Employment

All students are eligible for campus employment opportunities. This includes doing necessary work in college offices, the library, residence halls, the dining hall, etc. Some summer contracts are also available. Students are able to apply through Handshake on MyNWC for open positions whenever there are positions available (usually at the beginning of each semester). For further information, contact Sara Zomermaand in the Human Resources Office (712-707-7224 or [sara.zomermaand@nwc.iowa.edu](mailto:sara.zomermaand@nwc.iowa.edu)).

### Financial Aid

Students seeking financial aid should submit the Free Application for Federal Student Aid (FAFSA) including Northwestern College (school code 001883). Students are encouraged to file online at [www.fafsa.gov](http://www.fafsa.gov) and to use the Data Retrieval tool that appears as you fill out the online FAFSA, as this pulls in tax data from the IRS.

The Financial Aid office will receive the results of FAFSA, and providing a student has applied and been accepted for admission, will prepare and mail a financial aid award. Northwestern College reserves the right to adjust financial aid. Value of awards may increase or decrease based on academic achievement, need, or additional information received by the Financial Aid Office.

### Fire Alarms & Fire Safety Equipment

In order to provide the safest possible environment for residents, each of the residence halls is equipped with a fire alarm system. The fire alarm system is to be used only in the case of an actual emergency caused by fire or for fire alarm drills conducted at the discretion of the Resident Director or local fire department. In the event of a fire alarm, residents are required to exit quickly from the residence hall according to the instruction given them by their RA or RD. Residents will not be permitted back in the building until all residents are evacuated and the signal is given to re-enter.

The failure of a student to exit the building immediately during a fire alarm will result in a \$100 fine. (It is legally a "serious misdemeanor" not to leave a building during either a fire or a drill and authorities may be contacted if you fail to leave the building.)

False alarms are a serious offense. For the safety of everyone, false fire alarm or "pranks" involving fire safety equipment will not be tolerated. All pranks or false alarms will result in an amount of restitution not to exceed \$1500 and immediate suspension of three days and/or dismissal from the College. In addition to campus discipline, violators may be prosecuted under the law.

Students must maintain a 24 inch clear space around all smoke detectors and sprinkler heads. Failure to comply will result in a \$100 fine. In buildings where automatic fire sprinkler systems are installed, it is in violation of the Iowa Code to use piping, supports, sprinkler heads or any part of the fire suppression system to mount or hang anything from (decorations, signs, posters, clothes, hangers, etc. ). Students can be fined for such action or for tampering with any fire equipment, such as sprinklers, alarms, extinguishers or detectors.

### Firearms, Fireworks, & Flammable Materials

For the safety and well-being of the college community, the possession of and/or use of fireworks, fire arms or any other explosive device on campus is prohibited. Flammable materials, such as gasoline, kerosene, and Coleman fuel products, may not be kept in residence halls. Any misuse for pranks or other reasons cannot be tolerated for obvious safety reasons and may result in a fine and/or suspension.

Pellet guns, paintball guns, air soft guns, bow and arrows, swords, fixed-blade knives, and items that may be used to physically harm others are not allowed on campus.

## Fire Pit Rules

1. Only wood may be burned. Paper may only be used for starting, no accelerants (No gas, lighter fluid, etc.)
2. Fire and wood must not extend outside of the ring or exceed a height of 4 feet.
3. Fire must be completely put out before the last person leaves.
4. What goes in the fire must stay in the fire, do not remove sticks, paper, or ashes.
5. Fire pit may only be used Sunday through Thursday until 12:00 AM midnight and Friday and Saturday until 2:00 AM.
6. Fire pit may not be used in winds of excess of 20 mph.

**Fire must be put out before leaving. Fire extinguisher is for emergency use only. In case of emergency, please call 911.**

**The address for the fire pit is 617 Arizona Avenue SW.**

## Fundraising

Fund-raising for any college group **must** have the approval of either the Director of Student Activities, the Athletic Director, or Campus Ministries with final approval granted by the Advancement Office. Fund raising request forms are available from any of these offices. Examples of fund-raising activities needing prior approval may include: the selling of apparel, benefit concerts, bake sales, employment services or any personal or written solicitations conducted on or off campus. We will work with your organization and try to help if we can.

In order to protect our students, faculty, and staff from a barrage of fund-raising requests, mass ZZ email solicitations are prohibited.

The Advancement Office welcomes any questions you might have about fund-raising activities. You can reach our department at 712-707-7106

## Insurance & Liability

Students should continue to be covered by a family healthcare policy because they are not covered by Northwestern in case of illness or injury that requires medical attention or hospitalization.

Students with an address outside the United States are required to show evidence of health coverage before classes begin each semester and to maintain that coverage while on campus. Further information is available from Northwestern College's Bridge Center for intercultural development.

Student athletes are required to be covered by insurance to participate in athletics. You must provide the Raider athletic training office with your insurance information. Further information is available from Northwestern College's athletic training office.

Northwestern College is not responsible for the property of others. This includes loss or damage to your property located on our premises. Please review your homeowner's and auto insurance policies to determine if your property is adequately covered in the event of loss or damage. The only exception to this policy is when the college has care, custody or control of the property of others. In those circumstances, you may have a claim under the college's insurance policy.

## Lost & Found

The college cannot be responsible for lost or stolen items.

### An ounce of prevention – a word to the wise:

- Please put your name on all your belongings
- Please do not leave valuables unattended/unlocked around campus
- Please register your bicycles with the Student Life Office in Ramaker Center
- Please report a "lost" or "found" item as soon as possible

### Where to post lost and found items:

On the NWC Campus Network you will find the INFORMER. You are welcome to post the item in either the category for "lost" or for "found". Please do this as soon as possible to help with the search.

### Where to bring lost items/ Where to look for lost items:

1. There are two primary Lost and Found locations for **ITEMS OF VALUE** such as: Wallets, ID Cards, Computers, Phones Keys, i-Pods, Backpacks, Jewelry/Watches
  - a. Student Life Office upstairs in the Ramaker Center
    - Contact Person: Tracy Smidt at Extension 7200
  - b. Campus Maintenance Office in the Maintenance Building
    - Contact Person: Mona Schroeter at Extension 7170
2. There are Lost and Found locations in most of the major buildings on campus for **ITEMS OF LESSER VALUE** such as clothing.

<b>Building</b>	<b>Phone</b>	<b>Lost and Found Location</b>
Bultman Center	7181	Athletic Office (Jim Burmakow)
Rowenhorst Student Center	7280	Athletic Office (Jacki Goebel)
Chapel/Performing Arts	7062	Music Office (Blair Lansink)
Colenbrander Hall	7211	Residence Hall Director Office
Fern Smith Hall	7213	Residence Hall Director Office
Hospers Halls	7214	Residence Hall Director Office
Learning Commons	7234	Circulation Desk
North Suites Hall	7212	Residence Hall Director Office

Ramaker Center	7200	Front Desk Downstairs (Tanya Vaas) or Student Life Office Upstairs (Amber DenHartog)
Rowenhorst Student Center	7230	RSC Control Desk
Stegenga Hall	7216	Residence Hall Director Office
Summer Camps	7280	Athletic Office
Theatre Building	7341	Theatre Office
VanPeurseem Hall	7250	Learning Resource Center – AV Desk

### Lost and Found - Procedures/Questions/Answers

1. If you find something around campus please take it ASAP to one of the Lost and Found locations.
2. If you are able to find a name on the item – contact the person right away.
3. Keep the item in a secure location or deliver the item to a Lost and Found location. Put a note on the item with the owner's name and when it will be picked-up.
4. Use the campus INFORMER to post the missing item when it is turned into a Lost and Found.
5. If an ID CARD is found, bring it to the Student Life Office as soon as possible.
  - a. The student will be notified by email.
6. Items of value that are brought to these Lost and Found locations will be stored in a secure cabinet.
7. How often will the Lost and Found locations be cleaned-out?
  - a. At the start of the fall semester for items accumulated over the summer months.
  - b. At the start of the spring semester for items accumulated over the fall semester.
  - c. At the beginning of June for items accumulated over the spring semester.
8. What is done with all the Lost and Found items that have accumulated?
  - a. Lost and Found items are donated to either Justice for All or Bibles for Missions.

### Photo Release Policy

Northwestern College reserves the right to photograph members of the college community, including—but not limited to—its students, faculty, and staff, in situations appropriate to the image of an academic institution, and to publish likenesses in Northwestern publications, video, websites, news media, social media, or other recruitment or promotional materials. If you do not want to be photographed or you don't want a photograph of you to be used by Northwestern, let the photographer or the marketing & communications office ([news@nwciova.edu](mailto:news@nwciova.edu)) know.

### Skateboards, Roller-Skates, ETC.

Students are not allowed to roller-skate, in-line skate, ride a skateboard or scooter, or anything else with wheels in any college buildings, nor are students permitted to roller skate, in-line skate, or ride a skateboard or scooter elsewhere on college property in areas where signs prohibiting such activities are posted. Fines of up to \$50 will be assessed for any student who violates this policy.

### Solicitation

All solicitation requests, political, commercial, or non-commercial (no exchange of services or products for money) must receive approval from the Vice President for Student Life one week in advance of the solicitation activity. Solicitation in residence halls is restricted to lounge and entrance way areas unless special permission is received from the Dean of Residence Life.

### Theft

Thefts should be reported to the Campus Security Office.

## Sexuality, Gender Identity, and Sexual Misconduct

### Sexual Activity

Northwestern College calls its faculty, staff, and students to practice Christian chastity, which involves abstinence outside of marriage and fidelity within marriage. Northwestern College lifts up the Christian ideal of marriage between a man and a woman and contends that all sexual intimacy shall be within the bounds of such marriage. Students are expected to refrain from sexual activity contrary to Biblical standards. This includes, but is not limited to, extramarital, premarital, or same-sex sexual activity. Inappropriate displays of affection will not be tolerated, since they infringe upon the rights of others in the community. Students are called to live into this vision for human sexuality, particularly those who are part of the on-campus residential community. Students found in violation of these standards may be subject to disciplinary action including possible dismissal.

### Gender Identity

Northwestern College's position on gender identity is rooted in deeply-held convictions about God's design for human personhood, revealed to us through Scripture, the Christian tradition, and general revelation. We come to this position out of a longing to promote human flourishing and to honor God with our bodies, not out of malice toward persons who identify as transgender or non-binary. While our Christian convictions challenge the emerging gender paradigm present in American culture, they also call us to treat all persons as image-bearers of God. When someone has entrusted their story of distress related to gender identity to a member of the campus community, we must work to hold together our care for the person with our commitment to Biblical convictions, in a posture of humility, recognizing that we have more to learn and to understand.

The following statement does not attempt to answer every question related to transgender students and employees on our campus, but rather:

- to set out some basic definitions and
- to provide a Biblical, theological and philosophical foundation for specific policies on housing, athletics, academic records, and human resources

## Definitions

“**Transgender** is an umbrella term for many ways in which people experience, express, or live out a gender identity different from the gender identity corresponding to their birth sex.”<sup>i</sup> In contrast, “**Non-binary** refers to a wide range of gender identities that are not exclusively male or female or masculine or feminine.”<sup>ii</sup> Sometimes identifying as transgender or non-binary is a personal preference unrelated to psychological distress. As a college, we are concerned that these preferences fail to acknowledge the created goodness of our male and female bodies, and as such, we do not affirm such self-expressions.

At other times, identifying as transgender is rooted in significant psychological distress caused by the incongruence between one’s birth sex and one’s gender identity. The standard psychological diagnostic manual, the DSM-5, defines gender dysphoria as clinically significant distress or impairment related to gender incongruence, which may include desire to change primary and/or secondary sex characteristics. As a college, we strive to be a community in which those suffering from gender dysphoria find empathy, belonging, and compassion. Having gender dysphoria should not be treated as either a willful choice or a sinful act. Any person experiencing gender dysphoria should be free to speak with members of the campus community without fear of judgment or retaliation.

A small percentage of individuals are born with Differences in Sex Development (DSD)/Intersex conditions. This phenomenon should not be conflated with transgender or non-binary gender identities. Students and employees with DSD will generally be treated at Northwestern in continuity with the sexual/gender identity they have lived into prior to coming to the college.

## Christian commitments related to sex and gender

As a Christian college that is Reformed, evangelical, and ecumenical, we affirm that

- *Sexual difference is part of God’s good creation.* God created his image bearers, male and female, as two distinct sexes. The differentiation between the sexes is reiterated throughout the Old and New Testaments (Gen 1:27, Deut. 22:5, Matthew 19:4, Mark 10:6, 1 Cor. 11: 1-16). Our sex is not arbitrary. It is meaningful because it is part of the way we reflect God’s image in the world.
- *We are our bodies.* Although there is more to us than our bodies, our bodies are not simply containers of our true selves. Our bodies are central to the Biblical drama of creation, fall, redemption, and restoration, and are a means by which God reveals himself to us. We lament gender paradigms that define the self in disembodied or dualistic ways and that deny the reality and significance of the body. We call upon our community to embrace a biblical anthropology that understands human beings as embodied creatures, fearfully and wonderfully made. (Gen. 1:7, Mk. 12:30; Lk. 10:27).
- *The fall affects all parts of creation, including our bodily existence.* In this world, we groan inwardly while we await the redemption of our bodies (Rom 8:23). Gender dysphoria is one example among many others that creation is not always how God intended it to be. This recognition of the human condition should instill compassion for those who experience gender dysphoria. Students and employees in distress are urged to seek out professional counseling, pastoral support, and/or mentoring.
- *Our bodies belong to God.* As Christians in the Reformed tradition, we hold to the words of the Heidelberg Catechism that “I am not my own, but belong, body and soul, in life and in death, to my faithful savior, Jesus Christ.” (Heidelberg Catechism, Q&A #1). As such, we submit our lives to the will of our loving Creator who desires our flourishing.
- *We have freedom to express ourselves within the goodness of God’s creational design.* As Christians, we are granted freedom to express our uniqueness as persons and are not bound to overly-narrow cultural definitions of what constitutes masculinity and femininity. We lament that these narrow definitions can contribute to gender dysphoria.
- *We are called to Christ-like love.* All members of the community are called to care for and respect one another as persons made in the image of God. If a Northwestern student or employee experiences harassment, intimidation, or abuse due to their gender expression, they should report those offenses to the proper campus authorities so that the offending party or parties can be held accountable. Such behavior will not be tolerated on our campus.
- *Jesus’s sacrifice on the cross is for all persons who confess him as Lord.* Having gender dysphoria does not prevent one from being part of this Christian community. It is our prayer that all persons will grow in their knowledge and love of Jesus while at Northwestern and will experience the love of the Christian community while here.

## Implications of our Christian commitments

Based on these Christian convictions, we call students and employees to live in congruence with their sex at birth. In decisions about housing, employment, academic records, athletic participation, and more, Northwestern College will prioritize sex over gender identity as a more meaningful marker of one’s personhood. In all situations, we will do our best to care for the individual and the community as a whole. We recognize that, just as every person is unique, so must our response to individual cases be discerned in light of the posture, role, and expectations of the person in question and our understanding of how our Christian convictions apply in particular situations.

There may be instances when a person’s gender identity/expression and their gender-related requests are incompatible with the Christian convictions outlined in this statement or with the kind of Christian community we strive to cultivate on campus. In such cases, it may not be possible for that person to remain a member of the college community. When such a judgment is made, the college will work closely with that person to ensure a graceful and respectful exit. In all situations, the college is committed to treating people with dignity and care, recognizing one another as God’s beloved children.

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<sup>1</sup> Mark Yarhouse and Julia Sadusky, *Emerging Gender Identities*, Brazos Press, 2020, p. 8.

<sup>1</sup> Preston Sprinkle, *Embodied*, David C. Cook, 2021, p. 30.