

Codes of Conduct and Discipline Policies

Daybreak University expects its students to be of high moral character, and to behave accordingly. Daybreak University Code of Conduct governs student behavior on- and off-campus, and its Academic Integrity policies govern classroom behavior and maintenance of grade point averages. Penalties for violation of academic integrity, academic discipline, and/or Code of Conduct policies range from warnings to permanent expulsion from Daybreak University. All students are required to sign a document attesting to the fact that they have read, understood, and will abide by the Code of Conduct. Any questions regarding these policies should be directed to the Program Director.

Academic Standards and Discipline

Students who fail to meet Daybreak University's academic expectations and rules (including attendance) may be warned, placed on probation, suspension or dismissed. The length of suspension is subject to determination by the Program Director (in consultation, with the student's academic advisor). Decisions regarding lengths of suspension may not be appealed. Students on academic suspension or dismissal status are not eligible for refunds of tuition or fees.

Satisfactory Academic Progress (SAP)

It is in the best interests of both student and institution that students maintain good academic standing at Daybreak University. Students may do this demonstrating that they are making Satisfactory Academic Progress (SAP); in other words, that they are working to the standard expected of them as evidenced by their Grade Point Average (GPA). Students are required to maintain a minimum cumulative GPA of 3.0 (equivalent to a "B" Average) to meet Daybreak University standards of SAP.

Students who fail to meet SAP standards will be automatically placed on academic probation, and will be required to meet with their academic advisor in order to work out a plan of action to remedy the situation.

Authenticity of Student Work & Academic Integrity

All students are expected to follow the Academic Standards and Discipline and abide by the Code of Conduct. As per the Code of Conduct, the Student Conduct system's purpose is "to help create a fair, just, and disciplined university community. The university conduct system supports the educational mission of the university by educating students about appropriate behavior and by fostering a community where academic success can occur."

These policies concern topics such as university responses to plagiarism, harassment, violence, criminal behavior, and failure to comply, among many others.

All members of the Daybreak community are expected to be truthful in all their work. Failure to represent one's work truthfully undermines one's character and the integrity of our community. Students are responsible for knowing what constitutes dishonesty, plagiarism, collusion, and other in academic work.

Dishonesty: A student exhibits through lying, cheating, or deceiving. Its examples include copying from the examination papers of other students and submitting as one's own work papers obtained from another person or from the Internet.

Plagiarism: A student plagiarizes if he or she misrepresents another person's work as one's own, involving other persons' ideas, articles, books and other intellectual property without proper citation. It ranges from a failure to acknowledge one's indebtedness to another for an idea or ideas to using words or sentences from others' work without proper citation.

Collusion: A student colludes when he or she works without the permission of the instructor with another person or persons to produce work which is then presented as work completed independently by the student.

Other: A student commits an act of academic misconduct when he or she inhibits or prevents other people from legitimate learning or teaching.

Any member of the University who violates the academic integrity policy will be subject to discipline. Academic integrity is under the supervision of the faculty, acting through the Program Director.

Conduct on Campus

Harassment

All students, staff, and faculty members of Daybreak University should be able to work in an atmosphere free of discriminatory intimidation based on sex, race, color, age, national origin, disability, religion, or any other factor. Such intimidation is considered harassment, is a violation of the victim's civil rights, and is against Daybreak University policy. All such behavior is expressly forbidden and will not be tolerated by Daybreak University. Any member of the Daybreak University community who threatens, upsets, irritates, persecutes, or in any other way disturbs others; or who creates or attempts to create a hostile environment or the perception of a hostile environment on university premises is subject to disciplinary action under this policy, up to and including dismissal from the University. This includes physical threats, intimidation, teasing, bullying, etc. If you feel that you have been a victim of any kind of harassment, please report it to the Director of Student Services or another member of Daybreak University administration.

Sexual Harassment

Sexual harassment is a form of discrimination that violates Title VII of the Civil Rights Act of 1964. Sexual harassment of students, staff, or faculty members by any member of the University community is against university policies, and may be considered illegal in some cases. Sexual harassment includes any repeated or unwanted verbal or sexual advances, sexually-explicit derogatory remarks, or offensive statements made by someone in the workplace or university environment when

- Submission to the conduct is either explicitly or implicitly a condition of employment, grades, or good will;
- Submission to or rejection of the conduct is used as a basis for grading or relational decisions affecting any person; or
- The conduct has the purpose or effect of substantially interfering with student, staff, or faculty performance of duties, or of creating an intimidating hostile, or offensive work or learning environment.

The above are examples of behavior that constitutes sexual harassment, but other behavior of a sexual nature may be considered harassment as well. Sexual harassment on Daybreak University premises will not be tolerated under any circumstances, and will be severely punished, up to and including dismissal from the University and, if applicable, legal actions against the harasser. Anyone experiencing or observing sexual harassment as described in any of the above categories should report the incident immediately to the Director of Student Services or another member of Daybreak University administration. For complete details regarding harassment of any sort and the disciplinary actions that may be taken, please refer to the Daybreak University Policies and Procedures Manual.

Diversity & Inclusion Policy



Respect for diversity is embedded in the nature of the MFT Programs at Daybreak University, and the Programs are committed to acknowledging and discussing issues of diversity. We employ a definition of diversity that addresses specific social dimensions of diversity while also recognizing the interconnections among these dimensions.

Our Program definition of diversity includes, but is not limited to, diversity in academic and professional background, race, age, gender, ethnicity, sexual orientation,

relationship status, gender identity, socioeconomic status, disability, health status, religion and spiritual beliefs and/or affiliation, national origin, veteran status, and belief systems

In addition, the Program embraces the university's diversity definition, which emphasizes the intersectionality of social dimensions making up diversity:

Daybreak University's definition of diversity encompasses multiple dimensions. We use the Daybreak Diversity Wheel to demonstrate the intersectionality of those dimensions. We believe diversity includes all aspects of one's identity including but not limited to internal dimensions such as gender, race, sexual orientation, ability, etc.; community dimensions like marital status, education, religion, language, etc.; life experience dimensions such as experiencing historical events, personal history of abuse or prosperity, various living or employment situations, etc.; and current Daybreak institutional dimensions such as roles (e.g., student, staff, faculty, governing board, administrators, and stakeholders), school or department association, organizational position, etc. We believe that all aspects make up one's diverse identity and enrich the university.

As reflected in the Daybreak Diversity Wheel, our definition of diversity incorporates the concept of intersectionality. An intersectionality lens involves seeing interactions among multiple social dimensions and recognizing that societal power structures influence the meaning attributed to social identities. An intersectionality lens means that advancing diversity is intertwined with advancing equity and inclusion. This definition presents the advancement of diversity as an explicit aim and something that enhances the university community.