

**NEW COLLEGE OF FLORIDA  
REGULATIONS MANUAL**

**CHAPTER 3 - Administrative Affairs**

**3-4007 Misconduct**

- (1) Applicability. This rule applies to all College employees; provided, however, that its application is subject to the terms and conditions of any existing applicable collective bargaining agreements in the case of employees who are members of a collective bargaining unit and are represented by a collective bargaining agent.
- (2) College employees who intentionally act to impair, interfere with, or obstruct the mission, purposes, order, operations, processes, and functions of the College shall be subject to appropriate disciplinary action by College authorities as set forth in the applicable rules and laws governing such actions. Misconduct shall include, but not be limited to, the following:
  - (a) Violence or threat of violence to others or against one's self.
  - (b) Theft, conversion, misuse, damage or destruction of College property or of the property of members of the College community.
  - (c) Unauthorized interference with the freedom of movement of any member or guest of the College.
  - (d) Unauthorized interference with or impeding the rights of others to carry out their activities or duties at or on behalf of the College or in entering, using, or leaving any College facility or scheduled activity.
  - (e) Interference with academic freedom and freedom of speech of any member or guest of the College.
  - (f) Non-compliance with written or oral requests or orders of authorized College personnel in the performance of their official duties.
  - (g) Providing false information to College officials, withholding required information from College officials or others, or misusing College documents.
  - (h) Possession or use of fireworks, explosives, dangerous chemicals, ammunition, or weapons on campus without the written approval of the appropriate College authority.
  - (i) Creating or in any way initiating a false alarm.
  - (j) Misuse of, or interference with, firefighting equipment.
  - (k) Disturbing the peace.
  - (l) Violation of the College policy concerning the use of alcoholic beverages on campus.
  - (m) Illegal possession or misuse of drugs and other controlled substances.
  - (n) Unauthorized solicitation of funds.

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- (o) Violation of the Laws of Florida or of the United States – any act that could constitute a violation of the laws of this state or nation will establish cause for legal and/or disciplinary action by the College.
  - (p) Endangering the health, safety, and welfare of members or guests of the College.
  - (q) Sexual harassment or other forms of illegal discrimination.
  - (r) Misuse or duplication of any College key.
  - (s) Violation of the College policy concerning smoking in buildings.
  - (t) Fabrication, falsification, plagiarism, misrepresentation of findings or other deviation from accepted practices in carrying out research or reporting the results of research, or failure to comply with legal requirements governing research.
- (3) This rule shall apply to acts conducted on or off campus when relevant to the orderly conduct, processes, and functions of the College.

*Authority: Article IX, Sec. 7, Fla. Constitution; Fla. Stat. 1006.60; Fla. Board of Governors Regulation 1.001*

*History: Adopted 01-05-02, as Rule 6C11-8.004; Revised and renumbered 01-28-04, as Policy 0-010; Revised 03-11-17 (technical amendment)*