

The Division of Student Affairs Policies

A complete overview of Mercer University's policies and procedures can be found in [*The Lair: Macon Undergraduate Student Handbook*](#).

Specific policies for Mercer University's student organizations are found below.

If you have any questions or concerns regarding any of Mercer's student organization policies, please visit the Office of Campus Life on the top floor of the Connell Student Center. We can also be reached at (478) 301-2868 or campuslife@mercer.edu.

Organization Membership Requirements

Membership in most student organizations is subject to the specific requirements of the organization and to provisions as set forth in the Title IX of the Federal Code and the University's Policy of Nondiscrimination: "Mercer University does not discriminate on the basis of age, race, color, national or ethnic origin, sex or handicap in the administration of education policies, admission policies, financial aid, employment and any other University program or activity." All students are automatically members of SGA and QuadWorks.

Organization Functions

The following criteria will be used to determine what constitutes an organization function. This list should not be considered exhaustive. A function is defined by any one or more of the following:

- i. Any gathering of members or persons affiliated with an organization, which an observer would associate with the organization for a purpose other than a regular business meeting
- ii. Any event that is funded by the organization or by members of the organization who have gathered funding
- iii. Any event that is advertised by the organization, or advertising at or affiliated with the event location states or implies the organization's involvement
- iv. Any event that is announced at an organization meeting
- v. Any event that executive board members acknowledge, are aware of, or participate in

The organization is expected to maintain and secure appropriate standards on the part of its members and guests. As elected leaders, the organization's officers are responsible for ensuring the appropriate conduct of all present at the function and are responsible for any incidents or events that occur directly or indirectly as the result of the event. Mercer upholds the position of risk management. All parties and social activities should be open to members and invited guests only with a sign-in list posted at all entrances.

No student organization may sponsor or co-sponsor an event on campus where the general student body or public is invited to attend, with the exception of SGA and QuadWorks. Exceptions may be appealed to the Director of Campus Life.

Organizations must complete an Activity Registration Form and submit this to the Office of Campus Life at least 3 days in advance of an on-campus social event. Events will not be approved until the completed form with all required information is received by the Office of Campus Life.

- i. All organization members and guests must sign in as they arrive and enter the event. Individual Bear Cards must be checked to ensure that guests are students of Mercer University (unless they are invited guests of organization members). Attendance at an event shall not exceed five times the organization's membership or a total of 200 people (whichever is lower). The sign-in list from each event must be submitted to the Office of Campus Life within two business days of the event. The organization will not be allowed to hold another event until this list is submitted. The host and the organization are responsible for the behavior of all guests.
- ii. Adequate security personnel or other security measures to ensure safety of those in attendance is required. The organization must control access to the event at all entrances by having an organizational monitor at each entrance for the length of the event. There must be a single contact person who is in charge of the event. Organizations may be required by the Office of Campus Life to hire at least one Mercer Police Officer to work the event (for current rates of Mercer police officers, please contact MERPO). The event must have a specific beginning and ending time. Loitering in nearby parking areas and facilities is prohibited.
- iii. Failure to adhere to specified time limits required of all events is prohibited.
- iv. Due to interference with academic programs, and in respect for the university's neighbors, no outdoor events involving bands or other excessively loud events are allowed from 7:00 PM on Sunday to 7:00 PM on Friday. Exceptions may be appealed to the Director of Campus Life.
- v. Outdoor events on Fridays or Saturdays must cease by midnight. Indoor events may continue until 1:30 AM.
- vi. Indoor events on weekdays (Sunday-Thursday) must cease by 11:00 PM.
- vii. Location of event is to be vacated and secured by 2:00 AM, or as specified by building manager.

Dead Week

All recognized student organizations must observe Dead Week and Reading Days. Dead Week begins on the first day after the last days of classes in each academic term. No meetings, social activities, recruitment, initiations, or other scheduled activities may occur between the beginning of Dead Week and the conclusion of Final Exams. Reading Days are specified by the academic calendar.

Room Reservation Policy

Recognized student organizations may reserve a room on campus through an online form submitted to the Office of Campus Reservations. The web address is www.mercer.edu/reservations. Request for a space does not automatically ensure the use of the facility. Rooms and facilities on campus must be reserved at least two weeks prior to the event to ensure that the event runs smoothly.

Each organization or group using Mercer facilities must do so within the General Policies and Regulations of the University. Each facility should be returned to its original condition. Any excessive clean up that is needed will be billed to the user. Failure to use facilities properly will result in possible suspension of privileges.

Posting Policy

The Office of Campus Life, located on the top floor of the Connell Student Center, serves as the clearinghouse for all posted printed publicity materials to help student organizations, campus departments, individual students, or off-campus individuals and groups advertise their events and services.

Due to structural, safety, and aesthetic purposes, flyers and advertisements may only be posted on designated bulletin boards and kiosks. Only professionally-made vinyl banners may be attached to railings or buildings by Mercer Physical Plant staff after they are approved by the Office of Campus Life.

Student organizations, academic and administrative departments, and off-campus individuals or groups may come to the Office of Campus Life, Monday through Friday, 8:30 AM-5:00 PM, to have flyers approved for posting. Once the publicity materials have been approved, staff in the Office of Campus Life will stamp the flyers and will post on Connell Student Center bulletin boards and kiosks. Flyers without a dated approval stamp will be removed. Please note that flyers from academic and administrative departments will be always be approved, but they must be stamped. Space on the student center bulletin boards and kiosks is limited and is available on a "first come, first served" basis. Please allow 48 hours for flyers to be posted.

Flyers may also be posted on the bulletin boards located in the public areas of classroom buildings with permission from the academic department staff. The Office of Campus Life must first approve flyers and other postings before they are taken to the Office of Residence Life to be posted in the campus residential areas.

All advertisements must be in good taste and may not include inappropriate language or references to drugs, alcoholic beverages, drinking, or illegal activity. Advertisement for Greek social events must indicate that these activities are open to members and guests only to be compliant with applicable risk management policies. Failure to follow these policies may result in a suspension of posting privileges.

Please contact Campus Life at (478) 301-2868 or at campuslife@mercer.edu for more information about the Mercer University posting policy.

Chalking Guidelines

Chalk advertising events and services is only permitted on campus sidewalks that are not covered by roofs and awnings. Chalking is prohibited in covered areas because the chalk is not easily washed away by rain in these areas. Also, chalking is prohibited on vertical surfaces such as the sides of buildings, etc. All chalking must be in good taste and may not include inappropriate language or references to drugs, alcoholic beverages, drinking, or illegal activity. Failure to follow these policies may result in a suspension of chalking privileges.

Travel Policy

All recognized student organizations must have an advisor in attendance during all traveling that extends past the Mercer University Macon campus. Organizations should submit the following information about the trip at least five business days prior to the date of departure:

Date and time of departure

Specific destination

Inherent risks associated with this specific trip

Precautions taken to address these risks

Contact information for the responsible person(s) (president, advisor, etc.)

The type of transportation and the transportation provider

Date and estimated time of return

If the organization's advisor is unable to attend the scheduled trip, he/she can appeal this policy for the organization by contacting the Director of Campus Life at least five business days prior to the date of departure.

Greek Life Policies

Greek letter organizations have traditionally assumed a very active role in contributing to the cultural, educational, and social life on Mercer's campus. Sororities and fraternities are involved in educational programs, community service and philanthropic projects, and leadership development, in addition to providing a strong bond of friendship. The Panhellenic Council governs the four sororities represented at Mercer that are members of the National Panhellenic Conference (NPC); the Interfraternity Council (IFC) governs the eight fraternities represented at Mercer that are members of the North-American Interfraternity Conference, Fraternal Leadership Association or Phi Delta Theta; and the National Pan-Hellenic Council (NPHC) represents the three sororities and three fraternities at Mercer that are members of the National Pan-Hellenic Council. In addition to the guidelines below, Greek organizations will be held accountable to all policies found in the "Community of Respect" section of *The Lair*.

A. Membership Requirements for Greek Organizations

1. Requirements to Participate in Recruitment:
 - a. All first-year students are welcome to participate in Formal Recruitment activities of Panhellenic and IFC.
 - b. Returning or transfer students must have a cumulative grade point average of 2.50 or higher for Panhellenic Recruitment, while freshmen must have a 2.8 or higher. For IFC Recruitment, freshmen, returning and transfer students must have a 2.7 or higher. For NPHC Intake, the GPA requirement will depend on the organization you are interested in joining.
 - c. Mercer's NPHC organizations hold membership intake throughout the year (typically in the Spring) for students who have accumulated a minimum number of hours (usually 12 or more). First-semester, first-year students are not allowed to join these organizations.
 - d. Must be a Mercer, Macon Campus student. Mercer does not allow for students from other institutions to join Greek Organizations. Students from the other branches may look into joining the chapters at that branch but not ones on the Macon campus.
2. Requirements to be Initiated:
 - a. Prospective initiates who are returning or transfer students must have a cumulative grade point average of 2.0 during the most recent academic term.
 - b. Greek organizations that have GPA and hour requirements for new members must conform to the standards of their Inter/national headquarters or those of Panhellenic, IFC or NPHC; whichever is higher.
 - c. All fraternities and sororities must request a verification of academic qualifications of all prospective initiates from the Panhellenic, IFC or NPHC Advisor prior to initiating any Mercer student.
 - d. Greek organizations earning a term grade point average during the most recent grading period which is below the Non-Greek Men's or Non-Greek Women's average must hold a shortened new member education program and initiate new members prior to the end of the term during which they pledge. If an organization exceeds the Non-Greek Men's or Non-Greek Women's average during the most recent grading period, they may wait until all grades are published before holding initiation but must initiate within the first two weeks of the following term.
 - e. All fraternities and sororities must register all pre-initiation and initiation activities with the Office of Campus Life three business days prior to the first activity. No initiation activities may be conducted during Dead Week or the final examination period.

B. Membership Recruitment of Greek Organizations

Many Greek organizations participate in Formal Recruitment at the beginning of fall semester, although they are encouraged to recruit throughout the academic year as permitted by IFC, Panhellenic, and NPHC. In addition to the guidelines defined by IFC, Panhellenic and NPHC regarding ethical recruitment standards and the acceptable time periods for recruitment activities, organizations shall adhere to the following guidelines:

1. No recruitment activities may be held during University orientation periods
2. No recruitment activity may be held on a weeknight after 11:00pm. Additionally, all recruitment activities must be dry (non-alcoholic) functions.

C. Academic Requirements for Greek Organizations

The Panhellenic/Interfraternity/NPHC Council Policy for the Promotion of Scholastic Achievement requires all Greek organizations at Mercer to maintain a term grade point average of the entire membership which is no lower than a 2.50 in order to remain in good standing. This Policy also outlines corrective actions should a chapter's GPA fall below a 2.5 for any amount of time.

D. Reporting Requirements for Greek Organizations

In order to remain in good standing, Mercer requires that all Greek organizations file the following reports and documentation with the Office of Campus Life (forms are available in the office):

- 1 Membership rosters must be filed within 14 days of the beginning of each semester. Active, initiated members and new members must be designated clearly on the roster. Any changes or additions to the roster must be made within one week of the change and no later than the last day of class each semester. Examples of changes to the roster include newly initiated members of disaffiliated members.
- 2 Officer and Advisor rosters and forms must be updated within one week following elections, when changes are made during the semester, and/or within 14 days of the beginning of each semester. All Greek organizations must list a Chapter Advisor and Faculty Advisor on their rosters.
- 3 The Grade release and Hazing Policy form must be filed with the Office of Campus Life in order for an organization to have access to its members' grades. These forms must be filed immediately after new member recruitment programs, as well as within 14 days of the beginning of each semester to be turned in with the Chapter Roster and Advisor Information. The scholarship chairperson is responsible for reviewing the organization's grade release forms each semester to make sure the forms are up-to-date.
- 4 The following documentation must also be on file with the Office of Campus Life at the beginning of the Fall semester and as changes or renewals take place:
 - a. chapter by-laws
 - b. requirements for membership
 - c. procedures for disaffiliating members in any category,
 - d. statements of dues and fees,
 - e. new member education programs
 - f. risk management policies
 - g. liability insurance policies and certificate of coverage
 - h. chapter calendar for the current semester
 - i. awards information
 - j. anything else as deemed necessary by Office of Greek Life, Office of Housing and Residence Life, Student Affairs or Campus Life Exemptions may be granted if accompanied by a letter from the organization's

inter/national headquarters and approved by the Assistant Director of Campus Life for Greek Life.

- 5 All Greek organizations must maintain a house on campus with a current and active lease agreement, unless an exemption has been made with the Office of Greek Life and the Office of Housing and Residence Life.

E. Leadership Requirements

- 1 Council Presidents: Students who are interested in being elected to the position of President of any of the Mercer University Interfraternity, Panhellenic or NPHC Councils must demonstrate the following in order to be eligible:
 - a. They are a full-time enrolled student at Mercer University, Macon campus (12 credit hours).
 - b. They have a minimum cumulative grade point average equal to or above the All Greek Average cumulative grade point average.
 - c. They must be in good standing with their individual chapters, inter/national organizations and Mercer University.
 - d. Complete and submit a monthly update report to the Greek Advisor.
 - e. Attend the President's Roundtable monthly.
- 2 Chapter Presidents: Students who are elected President of their respective chapters must demonstrate the following:
 - a. Meet with the Greek Advisor on a monthly basis.
 - b. Complete and submit a monthly update report to the Greek Advisor.
 - c. Attend the President's Roundtable monthly.

F. Probation Policy

If the required information, documentation and leadership requirements are not met, or the chapter is found to be in violation of any Greek Life Policies the chapter will be placed on Probation. Probation means that the recognized Greek Chapter is permitted to remain registered only upon the condition that it complies with all university rules and regulations and with other standards of conduct which the organization is directed to observe for the duration of the period of the probation. Probation may not exceed two semesters in duration for any given misconduct, except that violation of probationary conditions may be cause for extension of the probation for no more than two additional semesters or for suspension of some rights.

Probation may include the suspension of some of the organization's rights such as but not limited to:

1. **Disciplinary Warning:** A disciplinary warning is an official written notice expressing disapproval of conduct and a statement that the conduct violates one or more University rules or regulations.
2. **Probation:** A chapter can be placed on probation for a specified period of time without the withdrawal of privileges granted to university organizations. For example, up to 30 days or less depending on the submission of missing material. Probation is a period of review during which the student or organization must demonstrate the ability to comply with University rules, regulations, and all other stipulated requirements.

3. **Restricted Probation:** A chapter placed on probation may be restricted from use of university facilities and/or all other university granted privileges afforded Greek organizations such as the right to reserve a space on campus for meetings or events, or the right to hold events on or off-campus.
4. **Withdrawal of Recognition:** A chapter may have its recognition withdrawn for a specified period of time depending on the offense and the outcome of the investigation.
5. **Other:** Any sanction noted in the Student Code of Conduct if the chapter goes through the Judicial Process.

*The disciplinary action taken against a Recognized Student Organization does not exempt disciplinary action from being taken against individual members of the organization who were responsible for the violations of regulations and policies.

G. Starting a New Greek Organization:

Philosophy:

Mercer University is committed to striving for excellence, including fostering a strong and united Greek community on our campus. Inviting and maintaining chapters with strong ideals and values that contribute to the Mercer community is important. Mercer strives to find a good balance of IFC, PHC and NPHC chapters on campus. The following are the current policies in regards to expansion/extension.

In order to foster community among the Greek organizations and to maintain close ties with the broader Mercer campus, Greek organizations will reside in the Greek Village. Exception to this policy will only be granted as outlined hereafter. Greek organizations maintain their recognized organizational status on Mercer's campus by residing in campus housing known as the Greek Village, by demonstrating effective stewardship of those facilities, and by meeting all financial obligations resulting from the occupancy and upkeep of their houses.

Requirements for All Interested Chapters:

To become a recognized Greek organization on the Mercer University, Macon campus, the petitioning student group must be a member of one of the four national groups (National Panhellenic Council, National Pan-Hellenic Council, Inc., North -American Interfraternity Conference or the National Multicultural Greek Council, Inc.), must submit a roster of members (a minimum of 7 full-time, undergraduate Mercer students on the Macon campus), representing different class standings, and each with a minimum cumulative grade point average which meets the standard of the council they will be a part of, when contacting the Greek Advisor.

Request

Expansion/extension can be brought about in three ways:

1. A student interest group can approach the Assistant Director of Greek Life and the local governing councils for recognition
2. A national organization can contact the Assistant Director of Greek Life to express the interest in the university

3. The governing councils at Mercer may petition to the Assistant Director of Greek Life when they would like to expand

Required Documents

Once the interest is expressed in any of the three ways, an expansion committee consisting of members from each of the governing councils, the Assistant Director of Greek Life, the Director, Assistant Director of Campus Life, Housing and Residence Life representative, a faculty member and the Associate Dean of Students will meet to examine the current balance of chapters, student trends in recruitment, size of student population, and housing availability in order to determine the need or ability to expand within the council being discussed. At which point if the decision has been made that the council is ready to and in favor of expanding, the following information must be presented to the Office of Greek Life in order to proceed in the process.

- a. History of the Organization
- b. Expansion/Extension packet: (needs to make sure to include)
 1. Risk Management Policies
 2. Proof of Liability Insurance
 3. Letter of National Support
 4. Scholarship Information
 5. Educational Programs (Drugs, Alcohol, Hazing, Sexual Assault)
 6. New Member Education Process
 7. Constitution/By-Laws
 8. List of interested students
 9. List of potential Alumni Advisor and Faculty/Staff Advisor
 10. Alumni support in the area
 11. Timeline for expansion
 12. Letter of support for the Mercer Greek Community, values and procedures
 13. Letter of support for the local governing council
 14. Philanthropy Information
 15. Programs and efforts typical of the organization
 16. If the organization had been on Mercer's campus in the past, proof must be established that the organizations is in good standing with the university regarding judicial and financial matters.

Process:

Step 1

Once the expansion/extension packet and information is received, the committee will meet to discuss the submitted information and decide whether more information is needed or if they would like to invite the organization(s) to campus to present to the committee and current Greek chapters.

Step 2

After the presentation, feedback will be provided by the chapters and a recommendation will be made from the committee to either extend an invitation to join the Mercer Greek community or not to expand at that time. The Vice President of Student Affairs/Dean of Students has the final authority in the recommendation decided upon by the committee.

- a. If an invitation is extended to a chapter, the chapter will work closely with the Assistant Director of Greek Life and the respective council to revise and adhere to the expansion/extension plan.
- b. If an invitation is not extended to a chapter, a letter briefly stating the committee's rationale will be sent to the interested chapter(s).

Step 3

- a. For Interfraternity Council Organizations: Upon the recommendation of the IFC and with the approval of the Vice President of Student Affairs, the IFC Advisor will then follow the procedure for expansion as outlined within the Mercer University Interfraternity Council Constitution and By-Laws.
- b. For Panhellenic Council Organizations: Upon the recommendation of the Panhellenic Council and with the approval of the Vice President of Student Life, the Panhellenic Advisor will then follow the procedure for extension as outlined with the National Panhellenic Conference.
- c. For National Pan-Hellenic Council Organizations: Upon the recommendation of the University, NPHC will then follow the procedure for colonization as outlined by that organizations inter/national headquarters and the expansion policies of Mercer University.
- d. For National Multicultural Greek Council Organizations: Upon the recommendation of the University, MGC will then follow the procedure for colonization as outlined by their By Laws and that organizations inter/national headquarters and the expansion policies of Mercer University.
- e. The Vice President of Student Affairs/Dean of Students has the power to overrule the individual councils on their recommendation either to expand or not to expand.

Step 4

Upon the Vice President of Student Affairs/Dean of Student's approval of the expansion committee and council's recommendation, the Assistant Director of Greek Life will re-review the required documentation of the organization selected to join the Greek system at Mercer and upon approval will extend an invitation to join the Mercer Greek Community.

H. Greek Village

All Greek Organizations must maintain a house on Mercer's campus in the Greek Village in order to establish and maintain their status as a Social Greek organization, except where otherwise stated or except those groups that have received an exemption following Greek Life policies. Any Greek organization that loses its university housing privilege for any reason also forfeits its status as a recognized Greek organization on Mercer's campus. The University will not, at any time recognize any chapter house off campus.

Exemptions to the Housing Requirement:

1. Chapters may request a one year exemption from the Greek Housing policy if the chapter size consists of 10 or fewer members. This request must be submitted in

writing to the Office of Greek Life and Housing and Residence Life by the end of the semester prior to the year the extension is being requested.

- a. The exemption is only good for one year. At the end of the year, the chapter will be examined to determine whether or not they are financially able and of the appropriate size to fill a house. If the chapter is still at or below 10 members, they may request a year extension to the exemption.
2. In the event there are more chapters than houses available, chapters may request to be exempt from living in the Greek Village, and to reside in another residence hall (apartment/suite) in order to maintain their recognition as a Greek organization. Permission will be granted only if there is a chapter of equal or greater size who is financially able and willing to move into their house.
3. At no time will a chapter be able to apply for exemption from living in the Greek Village if there is an open house, except if they are exempt under Exemption 1 for chapter size. If a chapter is currently residing in another residence hall and a house becomes open, they will be required to move into the house in the Greek Village in order to maintain 100% Greek occupancy in the Greek Village.
 - a. Any chapter that does not occupy a house within the Greek Village or other University owned housing and does not have an exemption in writing, as agreed upon with the Office of Greek Life and the Office of Housing and Residence Life, will be in violation of Mercer's Greek Life polices and will forfeit its recognition as a Greek Chapter.
4. For more information regarding the Greek Housing Exemption due to having fewer than 10 members, please see contact the Office of Greek Life or the Office of Housing and Residence Life.

Statement on Auctions

Given the concerns and the potential for persons and/or groups either to be offended or hurt, date auctions may be interpreted as an ill-conceived way to raise money and therefore must be planned properly and in plenty of time in advance of the event. If an organization wants to hold an auction, Mercer encourages the auctioning of items, such as tickets to an event or dinners at a particular restaurant, rather than auctioning of individuals. An individual should never be auctioned for a date or service alone. Ideas that Mercer suggests include.

- Auction of members for a large group dinner at a house or restaurant
- Auction for members of the participating organization to wash the cars of those who win the auction
- Auction of items such as t-shirts, tickets, dinner, gift certificates, etc., to be used by the individual who bids the highest, but not in conjunction with the person who auctioned it.

In order to plan an Auction, the following steps must be followed:

- Fill out the Mercer University Date Auction Form from <http://www.mercer.edu/studentaffairs/Greek/DateAuctionApplicationForm.pdf> and return it to the Office Campus Life; unless you are a social Greek Organization, then it will go to the Office of Greek Life.

- Fill out the On Campus Social Event Registration Form *at least 2 weeks prior* to the auction: <http://www.mercer.edu/organization/Campus%20Life/Greek.htm>
You must include very detailed descriptions of the auction, including location, who will be invited, what will be auctioned, how it will be auctioned and all the other rules pertaining to the event. (for Greek Organizations only)
- Meet with an Office of Campus Life staff member to discuss the plans for the event.
- Once the event has been discussed and approved by the Office of Campus Life, you will need to fill out a Campus Reservation Request Form. You must be specific about who and how many people will be invited, any technology needs (speakers, projector, mic, etc.), set-up and any other detailed information about the event. <http://www.mercer.edu/reservations/studorg.htm>
- The Campus Life and Greek Life staff or designee reserves the right to attend the event. Failure to follow policies and/or procedures can result in the loss of privileges and benefits of being a student organization and/or can be referred to the Office of Judicial Education.

Sword and Saber Policy

Weapons will continue to be restricted from campus. However, Greek organizations who utilize these items as part of their formal ritual will be permitted to obtain approval for an exception to this rule with the following stipulations:

The group must submit in writing, in advance, to the Office of Campus Life a request for permission to have a display item at formal events. This request must be supported by documentation from the organization's national headquarters that verifies the item is an essential element for the event. Campus Life does not need to know the reasons or history behind the item, but the office does need to know the type and frequency of the events in which the item would be present on campus during the year. (This request would only have to be submitted once for each organization, not annually.)

The group must notify the Office of Greek Life in writing each semester the specific dates and times in which the item would be on campus. This schedule could be updated at any point during the semester prior to the event. The item cannot be on campus more than one hour before the approved event. The item must be stored at either an off campus facility or the Mercer Police Department between events. Items stored in a campus fraternity house, a student room, or in a car on campus will be in violation of this policy.

Interim Suspension or Expulsion

Usually, the status of a student or organization accused of violating the Student Code of Conduct will not be altered until a final determination has been made in regard to charges. However, interim suspension or expulsion may be imposed if an administrative official determines that the continued presence of the accused on campus constitutes an immediate threat to one or more of the following: to the physical safety and well-being of the accused or any other member of the University community

or its guests; of destruction of property; or of substantial disruption of classroom or other campus activities. Interim suspension may include all organizational activities or activities deemed necessary to protect the safety of the University community. In any case of immediate suspension or expulsion, the student or organization shall be given an opportunity, at the time of the decision or immediately thereafter, to contest the suspension or expulsion, and if there are disputed issues of fact or cause and effect, the student or organization shall be provided a hearing on the suspension or expulsion as soon as possible.