

**COLUMBIA THEOLOGICAL
SEMINARY**

ADMINISTRATOR HANDBOOK

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COLUMBIA
THEOLOGICAL
SEMINARY

Dear Colleagues:

The entire Columbia Theological Seminary community joins me in expressing our joy in your being a part of our Seminary family. Each of us has important work to do which enables the Seminary to fulfill its calling, and we are delighted that you are part of this community. We want your work here to be satisfying, enriching and enjoyable.

This Administrator Handbook is designed to help you become acquainted with the Seminary. It is designed to provide you with an overview of the Seminary's policies, employment practices and benefit programs. It is intended to give you easy access to information about the employment relationship between you and the Seminary.

Please remember, however, that circumstances may change which will require our policies to change. We will review the Administrator Handbook from time to time, and as revisions occur, we will distribute the revisions to you so that your handbook will always be current.

If you have questions or concerns, please discuss them with your supervisor, the Vice President for Business and Finance or the Human Resources Administrator.

Joyfully,

Steve

Stephen A. Hayner
President

STATEMENT OF MISSION

Columbia Theological Seminary is an educational institution of the Presbyterian Church (USA), and a community of theological inquiry and formation for ministry in the service of the Church of Jesus Christ.

At Columbia, people of faith seek to witness to God's creative power, redemptive action, transforming justice, and reconciling love, in a pluralistic society and interdependent world.

We understand Christian faith to include worship of God, faithfulness to Jesus Christ, cultivation of the mind, disciplines of the Christian life, ministries of proclamation, nurture, compassion and justice, expression of faith through the arts, and participation in the life of the Church.

Our special mission in the service of the Church, and especially the Presbyterian Church (USA) is to educate women and men for leadership in ordained and lay ministries; to offer first degree, graduate degree, and continuing education programs; and to provide theological resources for the denomination, for the ecumenical church, and for persons with a variety of theological concerns.

Because we are an education institution, our calling is to prepare persons to lead congregations in worship, witness, mission, and service; to pursue learning that joins mind and heart; to develop personal and professional skills for leadership in the church; to learn from the world-wide Church, from education, the arts, politics, economics, and science, and from those outside the centers of power and influence; to consider critically from the perspective of the Christian faith, ideological, technical, and scientific assumptions—including our own—about the human situation.

Because we are a confessional community of the Church, we live under the authority of Jesus Christ as witnessed to in the scriptures of the Old and New Testaments, in the Church throughout the ages, and in the Reformed tradition and its confessions; affirm the worship of God as a vital and central feature of our life together and celebrate the goodness of God in all creation; believe in Christ's lordship over the whole world; articulate an evangelical understanding of life rooted in the rule of God's justice and love; listen with openness to voices of hopelessness and hope around and within us; acknowledge our own brokenness and need for redemption; commit ourselves to diversity and inclusivity; to ecumenicity, and to discerning the ongoing manifestations of God's presence in human affairs; nurture a personal and corporate faith which takes responsibility for our choices amid the political realities, the social institutions, and the global context in which we live.

In carrying out our mission, we seek to be faithful to the gospel, and to become a living expression of the Body of Christ in the world.

PURPOSE OF THIS HANDBOOK

This handbook briefly describes the Columbia Theological Seminary community, the employee's relationship with the Seminary, benefits, and employment policies and procedures. It is designed as a guide to ensure consistent, fair, and uniform treatment of all employees. Please read it carefully. Questions should be directed to your supervisor, the Vice President for Business and Finance, or the Human Resources Administrator.

GENERAL EMPLOYMENT MATTERS

NON-DISCRIMINATION

Columbia Theological Seminary is an equal opportunity employer. It is the policy of the Seminary to comply with all applicable employment laws, and accordingly the Seminary does not discriminate on the basis of race, color, religion (except as religion may be a bona fide occupational qualification for certain positions at the Seminary), sex, national origin, age, veteran status, or disability.

EMPLOYMENT RELATIONSHIP

As you join the Seminary community, please understand that you do so voluntarily and that you may voluntarily resign at any time. Similarly, under Georgia law, the Seminary may terminate an employment relationship “at will,” that is, for any reason at any time, with or without cause or advance notice. We sincerely hope our relationship will be long and mutually beneficial. However, neither you nor the Seminary has entered into any expressed or implied contract of employment, which means both you and the Seminary are free to conclude the employment relationship at any time it is considered appropriate.

As an employee of the Seminary, you are joining an institution with a long-standing tradition of service and concern for the church, the community, and each other. We think the Seminary is a good place to work and are pleased that you are part of our community.

We are committed to treating employees fairly, providing excellent working conditions, encouraging personal and professional growth, and operating on a basis of mutual trust and respect.

Your actions may influence how those outside of the Seminary community perceive our institution. For this reason, it is our hope that your conduct will reflect positively on the overall mission of our school.

We try to maintain open lines of communication throughout the Seminary. Please feel free to ask questions, raise concerns, or make suggestions.

NEW EMPLOYEE ORIENTATION

An orientation program will be provided periodically to all new employees. It will include a brief history of the Seminary; the role of the Seminary, including a brief description of each department and all educational programs; and a brief overview of the policies and procedures of the Seminary.

ADMINISTRATIVE STRUCTURE

PRESIDENT

The President shall be the chief executive and administrative officer of the Seminary, and shall have all duties, power and authority that are consistent therewith. The President shall be an ordained minister of the PCUSA and shall be elected by and subject to the oversight of the Board. The election of a president shall ordinarily occur at a regularly scheduled meeting of the Board after prayer for divine guidance. An affirmative vote by formal ballot of three-quarters of the trustees present and voting shall be required to elect a president. The President may be removed at any time by the affirmative vote of no less than three-quarters of the trustees present and voting at any regular or special meeting of the Board called for such purpose.

The President shall be the chair of the faculty and of its executive committee (or its equivalent), and shall be an *ex-officio* member of all Seminary committees; shall be the presiding officer of all public meetings of the Seminary and the chief representative of the Seminary before the alumni/ae, the PCUSA and the public at large; shall coordinate and encourage communications among the Board, the faculty and students; shall generally supervise the life and work of the Seminary and with the faculty maintain order and discipline, taking care to secure and maintain competent and effectively organized teaching and administrative staff; shall supervise regular and thorough reports to the Board on all areas of the life and work of the Seminary and make appropriate recommendations to the Board as the need arises; shall be responsible for the development and maintenance of the material resources of the Seminary, including the preparation of an annual budget for approval by the Board; shall sign, with the chair of the Board, all diplomas awarded by the Seminary; shall be responsible for reports to governing bodies of the PCUSA and other agencies and shall be the principal representative of the Seminary to all agencies, associations and councils; shall have such other duties and responsibilities as are incident to the office; and may delegate any of the foregoing to such vice presidents, officers, assistants, committees and/or employees as the President may deem appropriate.

DEAN OF FACULTY/EXECUTIVE VICE PRESIDENT

The Dean of Faculty shall be the executive vice president of Seminary. Ordinarily the Dean of Faculty shall be an ordained officer of the PCUSA. The Dean of Faculty shall be elected by and subject to the oversight of the Board. The election of the Dean of Faculty shall ordinarily occur upon the recommendation of the president at a regularly scheduled meeting of the Board, after prayer for divine guidance, and shall require the affirmative vote of three-quarters of the trustees present and voting. The Dean of Faculty may be removed at any time by the affirmative vote of no less than three-quarters of the trustees present and voting at any regular or special meeting of the Board called for such purpose.

In the absence or disability of the president, the Dean of Faculty/Executive Vice President shall exercise the duties of and shall have all authority granted to the president as detailed in the Bylaws and Plan of Government.

The Dean of Faculty gives careful attention to the concerns and nurture of the faculty, to the quality of scholarship and teaching among the faculty, and to the structure and staffing of the Seminary's curricular offerings. The Dean is a voice for the faculty within the Seminary's

administration and, when requested, before the Board. As a member of the faculty, the Dean is to demonstrate a love for teaching, primarily in the administration of academic affairs but also in the teaching of an occasional course. In addition, the Dean is expected to pursue scholarship that is broadly engaged with the issues of theological education and deeply informed by one of the disciplines of a theological seminary.

TREASURER

Under the general direction of the president, the Treasurer shall have charge of the finances of the Seminary and shall be responsible for the receipt and disbursement of its funds. All deposits of Seminary funds shall be in the name of the Seminary, and shall be held, invested and appropriated, as the Board shall determine. An appropriation made by the Board shall be paid by the Treasurer only in accordance with procedures established by the President with the concurrence of the Board.

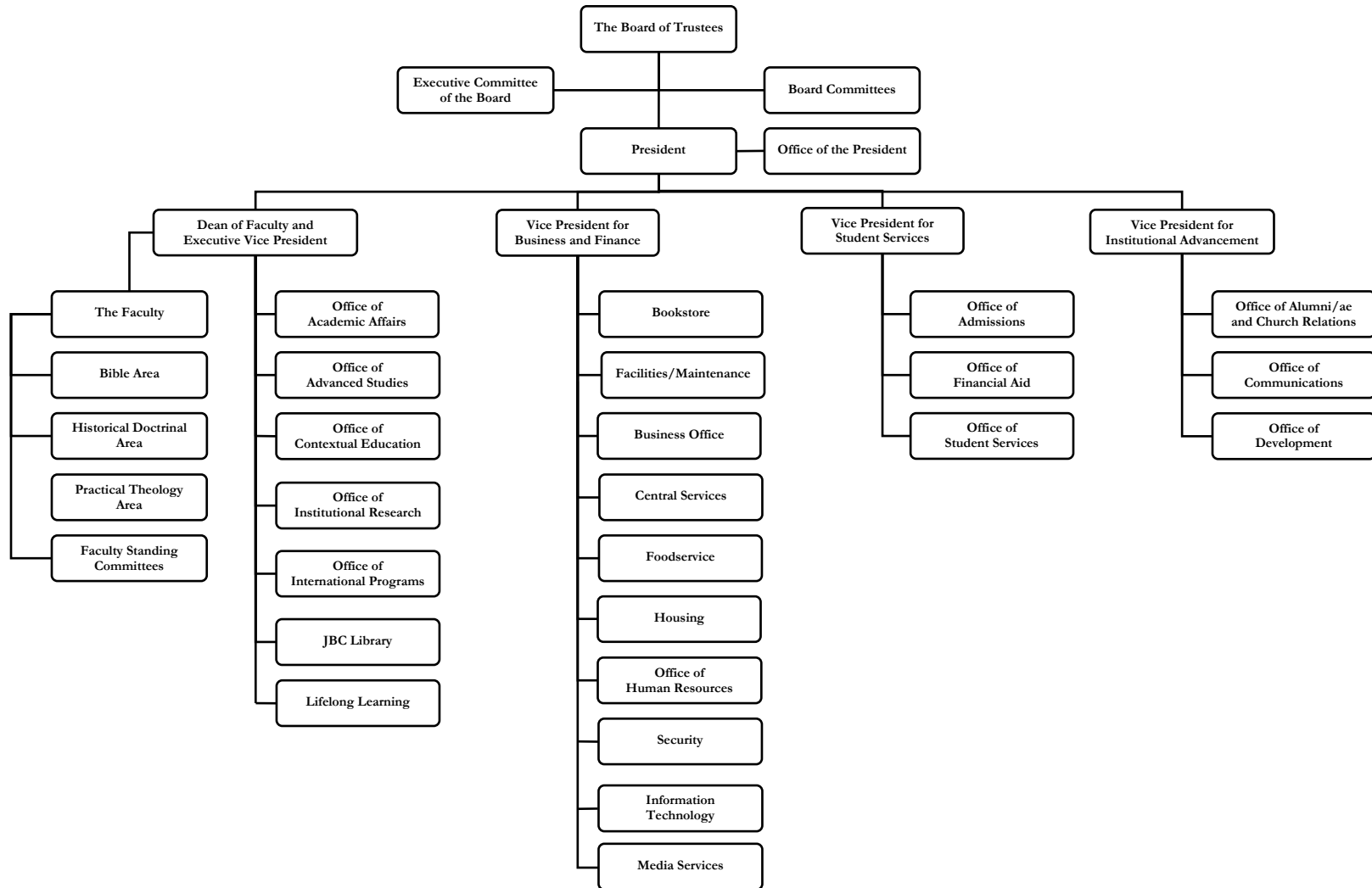
The Treasurer shall be elected by the Board upon the recommendation of the President, and shall serve at the pleasure of the President.

VICE PRESIDENTS AND ASSISTANT OFFICERS

The Board may from time to time upon recommendation of the President elect such vice presidents and assistant officers as it may deem necessary or appropriate, each of who shall serve at the pleasure of the President. The Treasurer may hold the additional office of Vice President upon the recommendation of the President and election by the Board.

Vice presidents and assistant officers shall have such duties as are assigned to them by the President.

Organizational Chart for Columbia Theological Seminary



CATEGORIES OF EMPLOYMENT

Full-time employees: employees who normally work 35 or more hours per week in one of the following categories:

- Staff
- Faculty (including administrators with faculty status)
- Administrators without faculty status

Faculty, including administrators with faculty status, is governed by policies and procedures set forth in the Columbia Theological Seminary Faculty Handbook. The Columbia Theological Seminary Administrator Handbook provides administrators without faculty status an overview of Seminary's policies, employment practices and benefit programs. The Columbia Theological Seminary Staff Handbook provides staff employees an overview of the Seminary's policies, employment practices and benefit programs.

Part-time employees: employees who work fewer than 35 hours per week. Part-time employees are not eligible for employee benefits.

FEDERAL/STATE CLASSIFICATIONS

Exempt or Non-exempt: It is the Seminary's responsibility to determine whether or not each lay employee's job is exempt or non-exempt. Such determination is made according to provisions of Federal (Fair Labor Standards Act) and state legislation.

1. Exempt: Employees are classified as exempt if the position is as an administrator or has management responsibilities. Evening or weekend work may be required to fulfill the job expectations without overtime pay. An exempt employee is required to keep on file at the Seminary a complete record of the time taken off from work for vacation, illness, or any other reason.
2. Non-exempt: Generally administrative assistants, staff associates, secretarial and maintenance positions are classified as non-exempt under federal and state wage laws. A non-exempt employee is required by law to keep a daily account of hours worked and are entitled to overtime compensation or compensatory time off as provided herein.

EVALUATIONS

The Seminary encourages employees and their supervisors to initiate regular times for communication and feedback on a regular basis. Performance can be reviewed relative to job descriptions and mutually agreed-upon goals. The purpose of this process should be to document job performance; to encourage two-way communication regarding both positive job performance and performance problems; to discuss any other issues related to the quality of Seminary life; and to set and document goals.

For additional information, please refer to the Columbia Theological Seminary Employee Performance Evaluation form. A copy of this form may be obtained from the Seminary website: http://www.ctsnet.edu/Files/Forms/BF_HRPerformanceEvaluation.pdf .

RESIGNATION/RETIREMENT

Employees may terminate their employment with the Seminary at any time. Provided a minimum of two weeks notice is given by an employee, prorated accrued vacation for the calendar year of termination will be included in their final paycheck. Payment for one-half of accumulated sick leave days over 60 will also be due the employee. The employee will not receive severance pay. Upon termination of employment, an exit interview with the Vice President for Business and Finance will be held. Prior to departure, the departing employee will make arrangements with the Human Resources Administrator for the return of Seminary keys and other property.

DISMISSAL

Involuntarily termination of an employee *is the responsibility of the President and is done in consultation with the employee's supervisor.*

The Seminary for any reason may dismiss employees, unless prohibited by law. The employee will normally be given oral and written communications regarding job-related problems and appropriate opportunities to change. This may not occur if the employee poses a risk to the safety of persons or property of the Seminary, or in other situations where, at the discretion of the Seminary, immediate dismissal, with or without prior notice, is appropriate.

Upon termination of employment, an exit interview with the Vice President for Business and Finance may be held. The return of Seminary keys and other property will be coordinated with the Human Resources Administrator.

HIRING GUIDELINES

The Seminary will structure its employee selection policies and procedures so as to achieve the best possible match between applicants for jobs and open positions.

It is our policy to encourage and promote the professional growth of each employee. Based upon qualifications, consideration will be given to current employees in filling available positions.

Openings are announced throughout the Seminary. We also go outside the Seminary to seek applicants and may do so simultaneously with the internal announcement.

Ordinarily the Seminary will not employ relatives of current employees. If relatives are simultaneously employed, it is within these guidelines:

1. One family member shall not work within the same office, nor directly supervise the other.
2. Family members shall not process or audit the work of other family members.
3. Spouses will not have a preference in employment. Employment will be based strictly on which candidate has the best qualifications for the position.

ELIGIBILITY FOR EMPLOYMENT VERIFICATION

The Seminary is committed to providing employment opportunities to people from a variety of backgrounds. The Seminary also is committed to following state and federal regulations in spirit and intent. For this reason, all employees, at the time they are hired, must present appropriate documentation to prove that they may work legally in the United States.

The Seminary may perform criminal background or credit checks on its employees or prospective employees.

WORK SCHEDULE/OFFICE HOURS

Ordinarily, the Seminary observes office hours of 8:30 a.m. to 4:30 p.m. Monday through Friday. Seminary staff members are expected to work 35 hours per week during this time, with one hour lunch breaks daily. Housekeeping employees work from 7:00 a.m. to 3:00 p.m. Monday through Friday with 30 minute lunch periods. Part-time and temporary employees work hours determined by supervisors. It is understood that some offices/departments (such as the library) will need to vary from the above hours in order to serve constituencies. Working through lunch hours on a regular basis to insure time off later is not permitted.

The Seminary is required under the provisions of the Fair Labor Standards Act to keep an accurate record of time worked by each employee. Non-exempt employees must complete daily time cards. Vacation, sick leave, personal leave days, holidays, and compensatory time should be shown on the time sheets. Exempt employees must submit time denoting time away from work, including vacation and sick time. These records will remain on file for a period of time specified by law, and are subject to audit by various regulatory agencies.

Normally each full-time staff employee is granted two fifteen minute breaks each day, one in the morning and one in the afternoon. The time of the breaks is determined by one's supervisor. Housekeeping employees receive one 30-minute break daily. Employees on break should be mindful of the workloads of those around them. Breaks should not be shifted to lengthen a lunch hour or skipped to shorten the length of the workday.

The Seminary expects its employees to be prompt and to have good attendance records, in order that the mission of the Seminary can be accomplished. Attendance and punctuality are factors considered in granting salary increases and promotions and in making decisions regarding termination.

PERSONAL APPEARANCE

The impression generated by a businesslike appearance is important in dealing with those both inside and outside the Seminary community. Therefore, employees are expected to use good taste and judgment in matters of dress and appearance. Clothing should be appropriate at all times for the position and work areas while being both comfortable and safe. If in doubt about what is acceptable attire, the employee should consult their supervisor.

SMOKING

In accordance with the City of Decatur *Clean Air Ordinance*; smoking is *strictly prohibited in all public places and places of employment within the City of Decatur*.

Smoking may occur outdoors but no less than twenty (20) feet from any entrance.

Seminary owned vehicles are designated smoke-free.

Smoking means inhaling, exhaling, burning or carrying any lighted cigar, cigarette, pipe or other combustible substance in any manner or in any form.

PERSONAL BUSINESS

It is the Seminary's intention to maintain a pleasant working environment where rules and regulations are interpreted with some flexibility and the needs of the individual are considered. However, a Seminary employee must remember their first commitment during the workday is to Seminary responsibilities. Personal business should be conducted on personal time.

The Seminary's name, letterhead, supplies, copiers and postage meter may not be used for personal business. Telephones are to be used for Seminary business. Personal calls are to be limited. Spending excessive time on personal calls is grounds for dismissal from the Seminary. Absent an emergency, long distance calls should be business in nature.

The Seminary toll-free (800) numbers operate as a convenience for prospective students, donors, alumni and other important friends of the Seminary. They are not to be used to receive personal calls.

Seminary fax machines are to be used for Seminary business; personal faxes can be sent at posted rates from the machine in the mailroom on the ground floor of Campbell Hall.

Personal mail is not to be received at the Seminary.

Employees are not to pursue any other employment, business or profession during the hours they are engaged by the Seminary, nor shall such employment engaged in after-hours interfere with the employee's work at the Seminary.

SEMINARY VEHICLES

The Seminary currently owns several cars that are maintained by the Development Office primarily for its use, but that are also available for wider institutional use. Arrangements for their use should be made with the Development Office at least one week prior to use. Cars should be returned on time with a full tank of gasoline.

Seminary cars may be reserved and used for the following reasons:

1. Local travel of staff of administrative offices and of program departments.
2. Airport pick-up and delivery of institutional guests: Board members, President's Advisory

Council, Alumni/ae Council, Colloquium leaders, guest speakers, seminary consultants, etc.

These cars are not available for extended periods of time or for non-Seminary business use. For invitations received from churches, presbyteries, synods, guild organizations, or educational institutions, the employee should not plan to use a Seminary car unless this does not conflict with other requests. Most of these invitations will include personal travel expense reimbursement. Any mileage reimbursed by a third party for the use of a Seminary vehicle should be submitted to the Business Office.

The Seminary also owns two small trucks that are used by Buildings and Grounds employees. Use of these trucks for personal purposes is forbidden.

EXPENSE REIMBURSEMENT AND TRAVEL POLICIES

The Seminary appreciates the efforts of those who travel and/or incur other expenses on Seminary business. Employees should be comfortable while traveling, understand all related policies, and obtain reimbursement quickly. At the same time, it is necessary to keep costs within reasonable limits and to follow consistent reimbursement procedures.

All trips taken for the purpose of conducting Seminary business should be approved by a program director, a Vice President, or the President prior to the booking of travel arrangements. Failure to obtain such approval may result in the denial of reimbursement for said travel expenses. Once approved, travel plans are to be made by those individuals who will be traveling or their assistants.

Employees are expected to spend Columbia Theological Seminary funds prudently. Business travel and other business related expenses are paid by the Seminary if they are reasonable, appropriately documented, properly authorized, and within the guidelines of this policy. Individuals who incur business expenses should neither gain nor lose personal funds as a result.

For specific information related to the Seminary's travel policies, please refer to the Columbia Theological Seminary Expense Reimbursement Policies.

CONFIDENTIALITY

Much of the business of the Seminary involves confidential information. It is essential that employees exercise the utmost discretion whenever discussing any job-related matter with anyone, including coworkers, so that mutual trust between the Seminary and those it is designed to serve is not jeopardized.

WHISTLEBLOWER PROTECTION

Any employee who wishes to report any information regarding conduct the employee reasonably believes to constitute financial fraud or violation of applicable laws and regulations is encouraged to do so without fear of retaliation. It is unlawful to discharge, demote, suspend, threaten, harass, or discriminate against any employee who reports such information.

DEALING WITH THE NEWS MEDIA

From time to time, employees are called upon to offer comment and analysis on various subjects. Employees may not speak to the media on behalf of the Seminary without permission of the Vice President of Institutional Advancement or the President.

SEMINARY NAME AND SEAL

The name and seal of Columbia Theological Seminary are the property of the institution and may not properly be used by other individuals or organizations without its consent.

CONFLICT OF INTEREST

All Governing Trustees, Faculty, and Administrators are required to review, sign, and adhere to the Columbia Theological Seminary Conflict of Interest policy. Under this agreement, no employee shall accept any gift, gratuity, grant, service or any special favor from any person or persons, agents or businesses which provide or receive goods and services or which seek to provide goods or services to or from Columbia Theological Seminary. However, minor courtesies such as luncheons, dinners or similar arrangements in connection with business decisions may be received. Trustees, Faculty, and Administrators are required to sign the Conflict of Interest disclosure form on an annual basis.

In addition, if any employee is called upon to participate in a decision in which the interests of the employer conflict with his or her personal interests, the employee shall abstain from participating in the decision.

Employees who hold other paid positions shall ensure that such outside employment will not interfere with the performance of their duties or produce a conflict of interest in the pursuit of those duties. Any questions regarding this shall be reviewed with the appropriate supervisor.

All employees shall avoid even the appearance of conflict of interest, special interest or any other inappropriate conduct. If an employee discovers potential personal involvement in a conflict of interest, this should be immediately reported to the supervisor.

Supervisors who discover that someone under their supervision may be in a position of conflict of interest shall report this conflict to the Vice President for Business and Finance.

EMERGENCY SITUATIONS

Emergency instructions are posted throughout the Seminary in prominent places. These provide information for dealing with fire, severe weather, injury, and similar emergencies.

For specific information, please refer to the Columbia Theological Seminary Crisis Management document, and the Columbia Theological Seminary Crisis Communication Plan.

ACCIDENTS AND INJURIES

All of us within the Seminary community have a responsibility to assist in the maintenance of a safe working environment. The Seminary makes every effort to remedy an unsafe situation as soon as possible.

To help in this process, the employee should notify their supervisor and/or the Business Office without delay of any unsafe situation is encounter.

If an accident or injury occurs at work, immediate attention should be given to the injured person regardless of how minor the incident may appear. If an employee is injured on the job, a worker's compensation form must be completed within 24 hours. This is important to do whether or not medical treatment or medication seems to be required. Worker's compensation forms are available from the Human Resources Administrator.

WORKPLACE VIOLENCE

It is the policy of the Seminary to expressly prohibit any acts or threats of violence by any employee or former employee against any other employee in or about the Seminary's facilities or elsewhere at any time. The Seminary also will not condone any acts or threats of violence by an employee or former employee against the Seminary's clients or visitors on the Seminary's premises at any time, or while they are engaged in business with or on behalf of the Seminary on or off the Seminary's premises. The Seminary prohibits anyone from carrying firearms, concealed or otherwise, on Seminary property and while engaged in Seminary business off the property without the express written permission from the President or Vice President for Business and Finance. Any employee who displays a tendency to engage in violent, abusive or threatening behavior, or who otherwise engages in behavior that the Seminary, in its sole discretion, deems offensive or inappropriate will be subject to disciplinary action, up to and including termination.

See the Policies and Procedures Manual for further specific information.

EMPLOYEE BENEFITS

Compensation is paid to Seminary employees semimonthly, on the 15th and last day of each month. Should a pay date fall on a weekend or holiday, payday will be the previous business day. Direct deposit processing is encouraged and made available, as are payroll deduction capabilities in order to make contributions to the Seminary or the United Way.

The Seminary provides health insurance, pension contributions, disability and death benefits to all full-time employees through the Presbyterian Church (USA)'s Board of Pensions. Continuation of coverage is provided for 30 days after discontinuing of employment. In addition, optional benefits for dental, life, and disability insurance are available for purchase. The Seminary pays the employer's share of Social Security premiums for all non-ordained employees, and all employees are covered by workers' compensation insurance.

For additional information, please refer to the Policies and Procedures Manual available in all administrative offices.

LEAVE TIME

Administrators normally receive 20 days of paid vacation/leave time each calendar year, January 1 to December 31. Days cannot accumulate from one calendar year to the next. Leave must be taken in increments of no less than one-half days. Leave time is scheduled as mutually agreed upon both by the employee and the supervisor. Normally vacations will not be granted during the busiest times in the annual cycle of a particular department.

HOLIDAYS

The Seminary typically recognizes the following paid holidays:

New Year's Day

Martin Luther King, Jr. Holiday

Good Friday

Memorial Day

July 4 (and the preceding Monday or following Friday if the 4th is a Tuesday or Thursday)

Labor Day

Thanksgiving and the following Friday

Christmas Eve

Christmas Day and the following day if it is a weekday

New Year's Eve

A minimum of 12 holidays is recognized annually. A schedule of calendar year holidays is distributed to all employees prior to the beginning of each year.

LEAVE WITHOUT PAY

Under certain circumstances, a leave of absence without pay (other than a leave pursuant to the Family and Medical Leave Act of 1993) may be granted to an employee with the concurrence of the supervisor and the President. After thirty (30) days of an unpaid leave of absence, the Seminary will no longer pay for Board of Pension benefits.

For additional information, please refer to the Policies and Procedures Manual available in all administrative offices.

BEREAVEMENT LEAVE

The purpose of bereavement leave is to provide the employee with paid time to attend the funeral of an immediate member of their family (brother, child, father, father-in-law, husband, mother, mother-in-law, sister, stepbrother, stepchild, stepfather, stepmother, stepsister, wife, or persons living in the same household) and to handle personal affairs.

In the event of a death of an immediate family member, an eligible employee is entitled to a leave of absence with pay of up to three consecutive or intermittent working days. An additional two days of leave with pay may be granted by the supervisor for extensive traveling, making funeral arrangements or settling estate matters.

For additional information, please refer to the Policies and Procedures Manual available in all administrative offices.

JURY DUTY

The Seminary recognizes that jury duty is an important civic obligation. An employee should notify his/her supervisor at the time of receiving a jury summons, and keep the supervisor informed regarding duty status. Salary and benefits are continued during an employee's service as a juror. The employee is permitted to keep any compensation received by virtue of performing jury service.

PARENTAL LEAVE

The Seminary grants parental leave at full compensation to its employees for the period immediately preceding and following the arrival of a child by birth, adoption, or guardianship. The employee should submit a request in writing no later than one month or as soon as possible in advance of the expected arrival of the child, specifying the amount of time desired and the projected starting and ending date of the leave. Parental leave will normally be granted for up to six weeks.

If both parents are employees of the Seminary, only one parental leave can be granted. However, the two parents may share the leave. In such cases, supervisors of both employees must be consulted in scheduling the leave.

Benefit coverage will continue during the entire leave, with the costs of benefits paid by the Seminary.

FAMILY MEDICAL LEAVE

The Seminary provides unpaid leaves of absences to eligible employees pursuant to the Family and Medical Leave Act of 1993 (FMLA). In general, this law provides unpaid, job-protected leave to eligible employees for certain family and medical reasons.

For additional information, please refer to the Policies and Procedures Manual available in all administrative offices.

USERRA/MILITARY LEAVE

The Seminary grants unpaid leave of absence for regular full-time and regular part-time employees to perform service in the military. If an employee is called to active military duty or to Reserves or National Guard training, that employee must review the details of this leave as far in advance as possible with his/her supervisor. In accordance with federal law, an employee who leaves a job to perform military service has the right to elect to continue existing employer-based health plan coverage for the individual and dependents for up to 24 months while in the military. The employee should contact the Board of Pensions, www.pensions.org, for more information regarding benefits coverage.

Upon release from military service, employees who wish to return to the Seminary are generally entitled to reinstatement to either their previous position or a position with like seniority, status, and pay – depending on the length of the employee’s military service and the Seminary’s operational needs.

SECTION 125 CAFETERIA PLAN

The Seminary maintains a Section 125 Cafeteria Plan. This plan allows full-time employees to reduce their taxes by paying un-reimbursed medical and certain dependent care expenses with pre-tax dollars.

Information concerning this plan can be obtained from the Human Resources Administrator.

RETIREMENT SAVINGS PLAN

Employees may shelter a portion of their compensation from income taxes by contributing funds to a section 403(b) annuity. Information concerning such annuities can be obtained from the Human Resources Administrator.

SEMINARY COURSES/WORKSHOPS

The Seminary does not charge tuition to full-time employees, their spouses or children to attend courses on campus, whether or not the courses taken are for credit. Employees who attend classes are expected to do so during non-work hours. Provisions such as space availability and faculty approval may apply. See the Policies and Procedures Manual for further specific information.

STAFF TRAINING OPPORTUNITIES

A limited budget exists enabling employees to attend seminars or training meetings that will contribute to improving their job performance. In addition, some in-house opportunities are made available during the year. Supervisors should be contacted for approval prior to attending such a meeting.

GENERAL INFORMATION

BOOKSTORE

The Columbia Bookstore is located on the first floor of the Richards Center. It seeks to meet the needs of the Columbia Theological Seminary community with respect to textbooks and publications of significance in the Reformed tradition.

Books are priced at a discount except when publishers do not discount their publications to the bookstore. Mail orders and special orders usually do not receive discounts. The bookstore does not maintain special charge accounts for customers.

Books in saleable condition may be returned for credit within two weeks of purchase if accompanied with sales receipt.

Bookstore hours are as follows:

10:30 a.m. - 2:30 p.m.	Monday -- Friday	September through December; and February through May
10:00 a.m. - 2:00 p.m.	Monday -- Friday	January, July, and August
Closed	During chapel, student holidays and breaks	

BULLETIN BOARDS

A Forum for Free Speech is a bulletin board for the entire seminary community. Located on the first floor of Campbell Hall, anyone may place a personal statement or an article on the board as long as it is signed (first and last name - initials are not enough) and dated. Responses may be written and posted on the wall, but each one must be signed and dated. Out of respect for the contributor, no opinion is to be arbitrarily removed. However, each item will be removed after seven days. Announcements of any kind are not to be posted on *A Forum for Free Speech*. Bulletin boards for general announcements are generously located throughout campus. These boards are available for posting promotion and events pertinent to the Seminary community. Please do not attach any material to any surface on campus other than the bulletin boards or the sign holders on doors. This restriction includes doors, walls and other surfaces in public areas in all of the buildings on campus.

BUSINESS OFFICE

Personal checks not exceeding \$25 may be cashed during regular Business Office hours. Checks should be made payable to Columbia Theological Seminary with "cash" noted in the memo line.

CAMPUS CALENDAR

The Facilities Coordinator in the Business Office maintains the master calendar of the Seminary and must be informed of all meetings and activities on campus. The campus calendar can be accessed via the Seminary intranet at <http://email/vemslite/>.

CLOTHES CLOSET

The Clothes Closet at Mission Haven is operated exclusively for missionaries and the Seminary community. Selections are to be made only for Seminary employees, students and members of their immediate families. The Clothes Closet is open according to the schedule announced by the Human Resources Administrator and published in *THIS WEEK*.

Employees should bring Seminary identification to identify themselves as a member of the Seminary community. It is not permissible to bring children under age 12 to the Clothes Closet.

COMMUNITY DIRECTORY

The Seminary publishes an online community directory each fall. Employees and members of their families are encouraged to have their pictures taken for the directory by the professional photographer who is on campus for that purpose in early September. Photographs may be purchased directly from the photographer, but there is no obligation to do so.

COMPUTER LAB

The Seminary offers two computer labs for students, employees and visitors to the campus. One lab is located on the second floor of the library; the other on the second floor of the Harrington Center. Students, faculty, staff, and their spouses are encouraged to become authorized users by attending one of the lab orientations offered in the library at the beginning of each term.

COPIER POLICY AND GUIDELINES

A number of copy machines are located throughout campus, each office building containing at least one high volume copier for general use. In addition, localized copiers have been placed in offices for low-volume copying and convenience. Departments are issued five-digit copier codes required for copier access as well as usage tracking. Please be advised that operation of copier equipment is limited to Seminary business, and commercial use is prohibited. Personal copying by students, faculty, and staff may be done only on the Library machines.

For additional information, please see the Central Services Coordinator. Copier access codes and general assistance are available from department supervisors and the Central Services Coordinator.

ENERGY STEWARDSHIP

Members of the Seminary community have a moral obligation to conserve energy. Employees can help in this effort by keeping the temperature in rooms, offices, classrooms, etc. at 75 degrees or above in the summer, and 69 degrees or below in the winter. Lights should be turned off when a room is not in use. In addition, computers should be turned off at the end of the day. When possible, turn off computer monitors when not in use.

FACILITIES RESERVATIONS

Columbia Theological Seminary facilities are primarily for use by Seminary programs and groups. All requests for classroom and non-classroom space, including dining facilities, must be made to the Facilities Coordinator in the Business Office. Any meetings or activities should be put on the campus calendar as soon as they are scheduled in order to avoid conflicts in meeting times and space. Seminary programs and groups may schedule events up to three years in advance, with a minimum advance notice of 10 days required for requests involving meals or refreshments.

For additional information on facilities reservations and use, please see the Columbia Theological Seminary Facilities Policies.

FAX MACHINE

A fax machine is available in the mailroom on the ground floor of Campbell Hall for sending faxes. Cost per page is as follows:

Local	Free
Long Distance (domestic)	\$.25
International	\$1.00

Assistance may be obtained from and payment given to the Central Services Coordinator in the mailroom.

FOOD SERVICE

Meals in the refectory/dining hall are provided on a subsidized basis as a service to the Columbia community. The refectory has traditionally been an important part of the Seminary's life, providing a place for employees, students, friends and guests to meet and share meals together.

Current dining hall hours are posted in *THIS WEEK*.

The refectory is closed during Spring Break and other times when the Seminary is not in session.

Food is not allowed in the library, chapels or classrooms.

FREQUENTLY REQUESTED FORMS

Forms for Check Request, Travel Expense Reimbursement, Missing Receipt Voucher, Maintenance Request, and Facilities Request are located in the Business Office. Each form should be filled out in its entirety and submitted to the designated department for approval and processing. As forms are updated, a new copy will be distributed to all faculty and staff.

GRIEVANCE PROCEDURE

Employees with grievances related to their life and work at the Seminary are asked to be in conversation with the person causing the grievance or the administrator who oversees the policies which are seen as problematic. When it is unclear as to whom one should turn, the employee should consult one of the Vice Presidents or the President.

GUEST ROOMS

Guest rooms of the Seminary are available first of all to official guests of the institution. When not needed for this purpose, employees may reserve rooms for the convenience of relatives or friends; please contact the Facilities Coordinator for current guest room pricing and for applications for use.

IDENTIFICATION CARDS

Identification cards with pictures are made each year during orientation. They are required when using the Seminary library and the libraries of the University Center of Georgia and are a helpful means of identification for the security personnel on campus and the Clothes Closet. They are valid for one year.

LIBRARY

Hours:

When classes are in session:

Monday-Thursday	8:30 a.m. - 10:00 p.m.
Friday	8:30 a.m. - 4:30 p.m.
Saturday	9:00 a.m. - 5:00 p.m.
Sunday	3:00 p.m. - 10:00 p.m.

At other times of the year the library is open 8:30 a.m. to 4:30 p.m. Monday through Friday. Any changes in schedule are posted on the library door and on the library website: <http://www.ctsnet.edu/Library.aspx>.

Circulation services end 15 minutes before the library closes.

Information Services:

The library has an online catalog, CALVIN (<http://web2.ctsnet.edu>), that is accessible on the Internet and on the library's web page: <http://www.ctsnet.edu/Library.aspx>.

The library also provides access to numerous databases, in particular, GALILEO, Georgia's Virtual Library, ATLAS, the American Theological Library Association's Religion Database, and JSTOR. Wireless access is also maintained in the library. For all access information, please ask the librarian on duty at the Reference Desk (404-687-4620 or ref-desk@ctsnet.edu).

Loans:

In order to check materials out of the library, CTS staff must present their CTS ID card.

For faculty and staff, regular circulating books are due June 1st or the closest weekday after that date. Books are subject to recall after 28 days if requested by another library patron. Due dates are stamped in the back of a book. Videocassettes may be checked out for 7 days and are not renewable. Audiotapes may be borrowed for 28 days and are renewable. Materials checked out

may be renewed two times, unless requested by another library patron. Renewals may be phoned in to the circulation desk (404-687-4610), but voice mail renewals cannot be guaranteed.

Reference works and periodicals, which ordinarily do not circulate, may be checked out overnight in special cases with permission from either the circulation librarian or reference librarian.

Reserve:

Materials placed on reserve by faculty are indicated as such in the library's online catalog CALVIN (<http://web2.ctsnet.edu>) and are available at the circulation desk. Reserve lengths are determined by the instructor and are as follows: closed reserves (pink slips) are available for two hours in the library building only; overnight reserves (yellow slips) may be checked out of the library but are due 30 minutes after opening the following day; two-day reserves (orange slips) may be checked-out and are due back before closing two days later.

Fees:

Lost books: cost of replacement copy plus \$20.00 processing fee.

Photocopiers:

Copies are 5 cents each, payable at the circulation desk.

Telephone:

The library circulation desk may be reached directly at 404-687-4610. The number for the reference desk is 404-687-4620.

The library cannot page patrons. The staff will take messages only in an emergency.

Interlibrary Loans:

Materials from another library may be borrowed either through the interlibrary loan (ILL) system or by obtaining an interlibrary use card (ILU) and going to another participating library. Requests for ILU cards must be made at the reference desk. Interlibrary loan requests (ILL) may be made online from certain databases or with the appropriate forms available at the reference desk or through email requests to the reference desk (ref-desk@ctsnet.edu). Materials requested through the interlibrary loan system usually arrive within two weeks.

Additional Information:

The resources, policies, and procedures of the library are more fully explained on the library website at www.ctsnet.edu/Library/LibraryPolicies.aspx.

LOST AND FOUND

Inquire about lost items or turn in found items in the Business Office.

MAIL

Proper return address formats for Columbia Theological Seminary boxes:

(Name)
Columbia Theological Seminary # ____
P.O. Box 520
Decatur, GA 30031-0520

The street address of the Seminary (701 S Columbia Drive, Decatur, GA 30030) should not be used for a return address. Its inclusion merely serves to delay the delivery of mail.

U.S. Mail is usually in student and employee boxes on weekdays by 8:30 am and can be accessed by using a post office box key. Employees are restricted from entering the Business Office to access mailboxes. Packages may be picked up in the mailroom on the ground floor of Campbell Hall.

Out-going mail is picked up from the U.S. Mail slot across from the Seminary boxes at 2:00 p.m., Monday-Friday.

Inter-office mail for employees and students should be placed in the slot near the Business Office door by using box numbers on all inter-office mail. Inter-office mail is delivered to boxes by 8:30 a.m., 10:30 a.m. and 3:00 p.m. Monday through Friday by work-study students. Items of a confidential nature should be placed in envelopes.

Mass mailings of any kind through the inter-office mail are prohibited. Such information should be distributed through *THIS WEEK*. Only a Vice President or the President can make exceptions.

MAINTENANCE

Notices pertaining to needed repairs should be made in writing on a maintenance request form and submitted Box 47F. Forms are available outside the Business Office.

Should an emergency arise during regular business hours, the Business Office should be notified. Should there be an emergency at other times, contact Agnes Scott emergency line at 404-471-6900.

MEDIA SERVICES

Media Services provides audio/visual equipment and production support to the seminary community. All Media Services facilities and equipment are available for faculty, staff and student use while at the Seminary, with assistance provided by Media Services staff, as needed.

Staff may use any of the following materials and equipment in conjunction with a seminary program, class or class project. Please check with the Educational Technologist to see what equipment may be checked out for off-campus use.

Media Equipment:

- LCD Projector
- DVD Video Player
- PC-Based Presentation System
- Laptop PC (used in conjunction with above)
- Tablet PC (used in conjunction with above)
- Digital Still Camera
- Digital Video Camera
- Classroom Television
- Overhead Projector
- Microphone (Wired & Wireless)
- P/A System (Wired & Wireless)
- Audio Recorder
- CD Audio Player
- Color Flatbed Scanner
- Interactive Whiteboard System

Media Production Services:

- Audio / Video Recording
- DVD / CD Duplication (duplication of Sermons)*
- Video / Audio Production and Online Editing Facilities
- Reformatting of Materials (Audio, Video, PC)*
- Cable TV Programming Recording
- Teleconferencing
- Graphics Production
- Lamination*
- Large Format Color Printing (Posters & Banners)*
- PC-based Multimedia Presentations
- Streaming Video/Audio
- Training or Orientation on any of the above

*There is a charge associated with this service. Please contact Media Services for current pricing.

Requests for Media Services should be made 48 hours prior to projected use. Requests can be made to Media Services via e-mail (media@CTSnet.edu).

Ordering Copies of Community Worship Services:

Media Services also records all chapel services. Student services are kept for one year. Archive copies of faculty sermons are cataloged and stored in the JBC Library.

If you would like to order a copy of a chapel service, please send your request to media@ctsnet.edu. You may also make a written request and deposit it in CTS Box 57F. DVD / CD copies are \$10.00. A DVD or CD with a full week's chapel services is \$15. Requests for chapel services may take several days to fill, depending on the number of requests and available work-study students to process the requests.

PARKING

All Seminary faculty, staff and students must register their vehicles with the Office of Student Services and place a Seminary parking sticker on the rear window of each vehicle. There is no cost to obtain a sticker.

The visitor parking spaces in front of Campbell Hall are to be used during business hours only for the purpose for which they were designed.

Agnes Scott College's Department of Public Safety is responsible for ticketing and/or towing those vehicles parked in violation of the Seminary's parking regulations.

Tickets will be placed on vehicles 1) parked in yellow curb areas, fire lanes or other areas marked "no parking"; 2) parked in faculty/staff slots between 8:00 a.m. and 5:00 p.m. Monday-Friday without proper identification; 3) with Columbia Theological Seminary decals parked in visitor slots between 8:00 a.m. and 5:00 p.m. Monday-Friday; and 4) without proper identification in parking slots for the handicapped. Tickets will also be issued to those employees or students whose vehicles without Columbia Theological Seminary parking stickers are parked in visitor slots. Parking fines (for offenses other than parking in fire lanes) will be \$25. Each violator will receive one ticket annually between July 1 and June 30 that will serve as a warning without a fine.

Unauthorized vehicles parked in handicapped spaces will be ticketed and fined according to the City of Decatur Parking Violation Policies and Procedures. Please note current policies call for mandatory court appearance for unauthorized parking in handicapped spaces.

Vehicles parked in fire lanes will be towed at the owner's expense and fined according to City of Decatur rates. No warnings will be provided those whose vehicles are towed from fire lane areas.

For additional information, please see the City of Decatur Parking Violation Policies and Procedures available through the City of Decatur offices.

RECREATION

The student Directors of Athletics and Recreation plans a comprehensive program of activities for all members of the Seminary community each year. Announcements appear weekly in *THIS WEEK*.

Questions regarding the use and maintenance of the athletic field should be directed to the Facilities Coordinator.

REFRESHMENTS

Drink and snack machines are located on the first floors of Campbell Hall and the Richards Center, and on the ground floor of the Harrington Center. A coffee break is held in the refectory Monday through Friday, 10:30 - 11:00AM when school is in session. Food and drinks are available for a nominal fee.

SAFETY

The Agnes Scott College Department of Public Safety, the City of Decatur fire and police departments, and the Seminary's insurance company work very closely with the school in an effort to see that no one is injured while on campus. Please help by observing the following:

1. Be familiar with all fire exits and evacuation procedures. These are posted on the official bulletin board on the first floor hall of Campbell Hall.
2. The Seminary's insurance carrier and the city's fire code require that all public areas, especially the halls and stairways of all buildings (including apartment buildings and dormitories), be kept free of personal property.
3. The Seminary's insurance carrier and the city's fire code consider all doors leading from stairways to halls or rooms to be fire doors. These doors absolutely must not be tied or secured open in any way.

SECURITY

Columbia Theological Seminary has one of the most beautiful campuses of any seminary in the country. Though the campus is park-like, it is also an urban campus and, as with any urban area, there can be problems with the security of property and personal wellbeing. Personal security is the community's responsibility. Each member must play a part for the safety and security of all.

The Seminary contracts with Agnes Scott College to provide campus security. Its Department of Public Safety is a state-certified police force. An Agnes Scott security guard is on duty 24 hours a day. The Agnes Scott and Decatur police also make rounds each day.

A direct telephone line to the Agnes Scott College Department of Public Safety exists for the Seminary community members to call should a security emergency arise. That number is 404-471-6900. If for any reason the Agnes Scott number is inoperative, the Decatur police or fire department should be called at 911. Suspicious or harmful activities should be reported to the Agnes Scott College Department of Public Safety. Do not intervene directly.

The campus security guard is equipped with a vehicle and is available to provide motorist assistance to members of the community experiencing difficulties such as being locked out of a vehicle or needing a battery charged.

The Seminary abides by the provisions of the Crime Awareness and Campus Security Act of 1990.

Questions or suggestions about campus security should be directed to the Vice President for Business and Finance.

Routine security precautions:

1. Do not leave packages or other valuables in parked vehicles at any time (even for a few minutes).
2. Never leave pocketbooks or other valuables unattended.
3. At night, always walk with a friend.

4. The locks on the exterior doors of the Residence Halls, Campbell Hall, Richards Center and the Harrington Center have been installed for safety reasons. **Do not leave doors propped open.**

Exterior building doors are locked as follows when school is in session:

	WEEKDAYS	WEEKENDS
Campbell Hall:	9:00 p.m.--7:00 a.m.	24 Hours
Residence Halls	24 hours	24 hours
Richards Center	7:00 p.m.- 7:00 a.m.	5:00 p.m. Saturday – 7:00 a.m. Monday
Harrington Center	4:30 p.m. - 8:00 a.m.	24 hours

SOLICITATION

Solicitation is against the law in the City of Decatur, and solicitors are not allowed on campus. If someone is observed soliciting on campus, please contact Agnes Scott College’s Department of Public Safety, at (404) 471-6900. If the solicitor has a genuine personal need, the authorities can direct him or her to the appropriate relief agency.

THIS WEEK

The campus newsletter, *THIS WEEK*, is distributed electronically each Friday during the academic year. Official Seminary announcements are published in *THIS WEEK*. Such publication is considered due notice to all members of the Seminary community.

Material for inclusion must be submitted by noon on Wednesday for publication on Friday. Electronic submission of all content is required. Announcements should be emailed to ThisWeek@ctsnet.edu and must include the name and phone number of the person submitting the information.

UNEMPLOYMENT

As a non-profit, religious organization under the IRS guidelines, the Seminary is exempt from state unemployment taxation.

WEATHER

In the event of inclement weather, community members may find out whether classes are in session and Seminary offices open by calling the Seminary’s weather line at 404-687-4501. Should the Seminary’s telephone system be out because of an extended power outage, please listen to 750 WSB AM for this same information. Information may also be available on 11Alive, WXIA-TV.

WELLNESS PROGRAM

Columbia Theological Seminary offers a Wellness Program through the Student Services Office. The program is designed to create awareness of processes and techniques which are conducive to healthy, balanced, centered, and connected lifestyles; stimulate conversation about theological and

faith understandings of health and wholeness; and use the Health Risk Appraisal (HRA) survey to create an individual and community health profile.

WORSHIP AND CONVOCATIONS

The Seminary community gathers for worship each regular class day to express its thanksgiving for and need of God's grace, to hear God's word, and to pray for the church and the world. Students in their final year of the Master of Divinity program, faculty, staff, others from the Seminary community, and invited guests lead worship for the community.

The sacrament of the Lord's Supper is celebrated each Friday. An offering is received each week for a designated ministry/organization that has been approved by the faculty upon the recommendation of its Worship and Convocations Committee.

Included in worship each Wednesday is a forum that leads the Columbia community into consideration of significant issues for the church in the world, exposes it to persons from other denominations and parts of the world, or directs it in spiritual formation. A majority of the forums are designed and led by student organizations.

In addition to regular worship services, the Seminary community gathers for convocations and other special services several times during the year. Employees are encouraged to attend these events: Convocation, Convocation luncheon, faculty/staff Christmas luncheon and faculty/staff spring luncheon. Employees should use their normal one-hour lunchtime for those events with lunch. Any additional time needed for these events are considered part of the normal workday.

For other events to which the community is invited, attendance should be cleared with department supervisors. Normal work schedules and reporting requirements apply.

OTHER POLICIES

AIDS

Recognizing that AIDS (acquired immunodeficiency syndrome) and the human suffering that goes with it are increasing parts of the life of our world, we also recognize that the reality of AIDS is a part of the life of the Columbia Theological Seminary Community.

Students and Faculty involved in hospital and alternative context courses regularly encounter persons living with AIDS and their significant others. Members of this community and/or their extended families may have to deal more personally and socially with the HIV (human immunodeficiency virus), asymptomatic or symptomatic. It is important, therefore, for all members of the Seminary community to express their prayerful concerns for those who are in any way associated with the reality of AIDS.

It is the policy of the Seminary that persons living with AIDS and those close to them be offered the pastoral and social/societal care and concern so important for anyone suffering the anxiety, stress, and isolation that almost always are associated with life threatening illnesses.

We further recognize the importance of members of the Seminary community having up-to-date information on the facts about AIDS and the resources of Biblical, theological, ethical and pastoral studies. Therefore, we recommend occasional forums and course information on these matters.

Moreover, because of the anxiety associated with AIDS, it is particularly important that careful ethics and appropriate confidentiality be observed.

It is the policy of the Seminary that persons living with AIDS, like those with any other physically disabling condition, should have access to all academic and other benefits of the Seminary community. It is the policy of the Seminary also to seek to protect all persons from any known dangers.

Adopted by the Faculty
April 12, 1990

ALCOHOL AND DRUG POLICY

It is the policy of the Board of Trustees that no alcohol is served at official functions in campus buildings.

Columbia Theological Seminary is committed to the health and wellbeing of the members of our community. In the spirit of this commitment and in compliance with the United States Department of Education's Drug Prevention Program, this policy statement regarding controlled substances is being issued. This policy pertains to all employees (including work-study students) as well as to all students taking courses at the Seminary for credit.

The unlawful possession, use or distribution of illicit drugs or alcohol by employees or students on seminary property or as part of seminary activities is strictly prohibited. Participation in such activities may subject employees or students to criminal prosecution under Federal, Georgia or

local laws, which provide for substantial terms of imprisonment and fines. Terms of up to life imprisonment as well as fines up to \$4,000,000 may result from violating such statutes. Whereas alcohol is a legal substance, this policy applies to the unlawful manufacture, distribution, dispensing, possession or use of alcohol, i.e., unlawful activities involving alcohol, including by or with underage persons.

Any employee who violates the above prohibition or who illegally uses controlled substances before reporting for work will be subject to corrective disciplinary action and penalties up to and including immediate discharge from employment at Columbia Theological Seminary. As a condition of employment at the Seminary, each employee will (a) abide by the terms of this statement; and (b) notify his or her supervisor and the Vice President for Business and Finance of any criminal drug statute conviction for a violation occurring in the workplace, no later than five days after such conviction.

Columbia Theological Seminary will at least annually distribute to all employees and students a description of the health risks associated with the use of illicit drugs and the abuse of alcohol, as well as a description of drug or alcohol counseling, treatment, or rehabilitation programs that are available to employees or students.

The Seminary provides a compiled list of counseling centers for referral with respect to these matters. The list is available to the community in the Student Services Office and through students' advisors.

Columbia Theological Seminary conducts a biennial review of its drug prevention program to determine the program's effectiveness and any necessary changes. Such review also serves to ensure that the disciplinary sanctions under the program are consistently enforced.

COMPUTING

Network Computing Policy:

Columbia Theological Seminary is responsible for securing its network and computing systems in a reasonable and economically feasible degree against unauthorized access and/or abuse, while making them accessible for authorized and legitimate users. This responsibility includes informing users of expected standards of conduct and the punitive measures for not adhering to them. Any attempt to violate the provisions of this policy will result in disciplinary action in the form of temporary revocation of user accounts, regardless of the success or failure of the attempt. Permanent revocations can result from disciplinary actions taken by a panel judiciary board called upon to investigate network abuses.

The users of the network are responsible for respecting and adhering to local, state, federal and international laws. Any attempt to break those laws through the use of the network may result in criminal action against the offender by the proper authorities or civil liability. If such an event should occur, this organization will fully comply with the authorities to provide any information necessary for the legal process.

General Computing Policy:

Once a user receives a *username* to be used to access the network and computer systems on that network, they are solely responsible for all actions taken while using that *username*.

- ❑ Applying for a *username* under false pretenses is a punishable disciplinary offense.
- ❑ Sharing your *username* and *password* with any other person is prohibited. In the event that you do share your *username* and *password* with another person, you will be solely responsible for the actions that other person undertakes.
- ❑ Deletion, examination, copying, or modification of files and/or data belonging to other users without their prior consent is prohibited.
- ❑ Attempts to evade or change resource quotas are prohibited.
- ❑ Continued impedance of other users through mass consumption of system resources, after receipt of a request to cease such activity, is prohibited.
- ❑ Use of facilities and/or services for commercial purposes is prohibited.
- ❑ Any unauthorized, deliberate action that damages or disrupts a computing system, alters its normal performance, or causes it to malfunction is a violation regardless of system location or time duration.

Electronic Mail Policy:

Whenever you send electronic mail, your name and *e-mail address* are included in each mail message. You are responsible for all electronic mail originating from your *e-mail address*.

- ❑ Forgery (or attempted forgery) of electronic mail messages is prohibited.
- ❑ Attempts to read, delete, copy, or modify the electronic mail of other users are prohibited.
- ❑ Attempts at sending harassing, obscene and/or other threatening email to another user is prohibited.
- ❑ Attempts at sending unsolicited junk mail, "for-profit" messages or chain letters is prohibited.

Network Security:

As a user of the network, you may be allowed to access other networks (and/or the computer systems attached to those networks).

- ❑ Use of systems and/or networks in attempts to gain unauthorized access to remote systems is prohibited.
- ❑ Use of systems and/or networks to connect to other systems, in evasion of the physical limitations of the remote system/local, is prohibited.
- ❑ Decryption of system or user passwords is prohibited.
- ❑ The copying of system files is prohibited.
- ❑ The copying of copyrighted materials, such as third-party software, without the express written permission of the owner or the proper license, is prohibited.
- ❑ Intentional attempts to "crash" Network systems or programs are punishable disciplinary offenses.
- ❑ Any attempts to secure a higher level of privilege on Network systems are punishable disciplinary offenses.
- ❑ The willful introduction of computer "viruses" or other disruptive/destructive programs into the organization network or into external networks is prohibited.

DISABILITIES

It is the hope of the Seminary community to be open to all people who might find the Seminary's programs and services valuable to them. Consistent with this hope, which is rooted in the inclusive vision of Jesus Christ and the spirit of the American with Disabilities Act (ADA), the Seminary declares as its policy and practice:

- ❑ To undertake to make all new construction on campus completely accessible to those in wheelchairs and the visually impaired, and to modify existing structures when they are renovated to provide the maximum accessibility that can reasonably be afforded.
- ❑ To provide library services to all patrons irrespective of their mobility, including the provision of personal library aides to locate and secure books and other materials. The library also makes available an on site illuminated magnification device for visually impaired patrons working with written material.
- ❑ To assign, and reassign classes and meetings to rooms where necessary to accommodate persons with disability - based special needs.
- ❑ To allow visually impaired persons to take class notes via audiotape and hearing impaired individuals to have an ASL interpreter present at their own expense.
- ❑ To seriously consider all requests for modifications of existing policies and practices that may limit access to the Seminary's program.
- ❑ To continue to admit students to its degree programs solely on the basis of academic preparation and promise and fitness for ministry.
- ❑ To employ persons on the basis of individual qualifications without discriminating on the basis of abilities and disabilities unrelated to specific job performance requirements.

Persons with requests or concerns involving the Seminary's accommodation of persons with disabilities are directed to speak with the Vice President for Business and Finance, the campus' designated officer for ADA compliance issues.

SEXUALITY

Living as men and women in Christian community at Columbia Theological Seminary, we reflect in our relationships our honor for and our understanding of God and what it means to be male and female. We live and love in covenanted relatedness to God and each other as sexual beings, aware that there are sexual dimensions to all human caring and that by grace our sexuality enables us to relate to others as God intends. Therefore, we affirm that our sexuality is inseparable from our humanity and is good.

At Columbia Theological Seminary we recognize that the way we relate to each other in this community is a preview of how we will relate in ministry beyond seminary.

The Gospel's stress on love and caring and the minister's position as one who shares the deep experiences of life with others invite the minister into close personal relationships marked by affection. This intimacy rightly involves our sexuality...but never sexual intimacy at the expense of our unity with Christ. Columbia Theological Seminary seeks to foster in its members a sense of wholeness so that sexuality may be experienced and expressed as an integrated part of faithful discipleship.

We affirm that the covenanted relationship which God intends for marriage is the appropriate context for full sexual expression. Admitting that we all fall short of God's vision for us, we strive to be a caring community, like the church which we seek to serve, where people find encouragement, support and grace in making decisions and in living out their sexuality.

Adopted by the Faculty
April, 1984

SEXUAL MISCONDUCT POLICY

I. OBJECTIVE AND PURPOSE

Columbia Theological Seminary (“CTS” or the “Seminary”) is a seminary of the Presbyterian Church (USA). The Seminary shares in and seeks to reflect the tenets of the Christian faith and the Reformed tradition which include an abiding respect for all persons as creatures of God. God intends for the Church to be a safe place for all to encounter God and grow into lives of service and fulfillment. We are called to be a holy community (1 Peter 1:15). We bear witness to God’s faithfulness and righteousness through relationships of wholeness, justice and reconciliation. The Presbyterian Church (USA) has adopted formal policy statements addressing the theological and social impact of sexual misconduct and affirming the commitment of the Church to end violations of sexual boundaries.¹ As a seminary of the Church, the Seminary seeks to honor these Presbyterian Church (USA) policies with respect to sexual misconduct.

CTS is committed to providing all members of the Seminary community, including students, faculty, staff, administrators and trustees, an environment where they can work, study and interact with each other free from any form of sexual abuse, harassment or exploitation. Sexual Misconduct may affect tangible job benefits or academic opportunities, interfere unreasonably with an individual’s work performance or academic studies, or create an intimidating, hostile, or offensive working or academic environment. Therefore, in keeping with this commitment, CTS will not tolerate sexual misconduct against members of the Seminary community by anyone, including any supervisor, colleague, student, vendor, contractor or other regular visitor to the Seminary.

II. STATEMENT OF POLICY

Sexual abuse, harassment or exploitation is prohibited by law, is a violation of the Christian ethical vision which informs the life and mission of this Seminary, and is incompatible with the standards of the Seminary for its members and professional leaders. False accusations, intentionally made, also constitute unacceptable conduct and will be subject to Seminary discipline. The Seminary shall take such action as it deems appropriate to prevent, correct, and, if necessary, discipline behavior which violates this policy, up to and including dismissal. Sexual abuse or harassment by a vendor, contractor, or other third-party individual or entity having an agreement or contract with the Seminary may be grounds for the abrogation of such agreement or contract. Sexual abuse, harassment or exploitation harms not only the victims and aggressors but also the entire Seminary community. The Seminary is committed to educate the Seminary community with respect to identification and prevention of the various forms of sexual misconduct and to investigate and deal with allegations of such conduct that are brought to its attention.

III. DEFINITIONS

A. Sexual Abuse.

¹ Sexual Misconduct Policy and Its Procedures, adopted by the 205th PCUSA General Assembly (1993); Standards of Ethical Conduct, adopted by the 210th PCUSA General Assembly (1998).

“Sexual Abuse” shall mean rape, sexual battery or other sexual contact by force, threat or intimidation. Sexual abuse also includes any contact or interaction between a person of any age and a minor when the minor is being used for the sexual stimulation of that person or of a third person. The behavior may or may not involve touching. Sexual behavior between a minor and a person of any age is always considered forced, and is against Secular Law, whether or not consented to by the minor. The age of majority of an alleged victim is governed by Secular Law.

B. Sexual Harassment.

“Sexual Harassment: shall mean unwelcome sexual advances, requests for sexual favors, or other verbal (including written and electronic communication) or physical conduct of a sexual nature from any person when:

1. Submission to such conduct or request is made either explicitly or implicitly a term or condition of a student’s status in a course, program, or activity or of academic achievement; or
2. Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual’s employment, salary increase, position advancement, or other employment-related benefits; or
3. Submission to or rejection of such conduct or request is used as the basis for an academic decision affecting the individual; or
4. Submission to or rejection of such conduct or request is used as the basis for an employment decision affecting the individual; or
5. Such conduct has the purpose or effect of unreasonably interfering with a student’s ability to participate in or benefit from the Seminary’s educational programs or activities or creating an intimidating, hostile or offensive academic environment; or
6. Such conduct has the purpose or effect of unreasonably interfering with a faculty or staff member’s employment or creating an intimidating, hostile or offensive working environment.

In determining whether alleged conduct constitutes sexual harassment in violation of this Policy, the conduct will be evaluated from the perspective of a reasonable person considering the totality of the circumstances, such as the nature of the alleged conduct and the context in which the alleged conduct occurred.

Sexual harassment can take many forms. Examples of unwelcome conduct towards an individual of the same or opposite sex that may constitute sexual harassment include the following: (i) demands for sexual favors; (ii) sex-oriented verbal kidding, teasing or jokes; (iii) repeated sexual flirtations, advances or propositions; (iv) continued or repeated verbal abuse or intimidation of a sexual nature; (v) graphic or degrading comments about an individual or his or her appearance; (vi) the display of sexually suggestive objects, pictures or other graphic material; (vii) subtle pressure for sexual activity; or (viii) physical contact such as patting, hugging, pinching or brushing against another’s body.

Notwithstanding the foregoing, the Seminary also recognizes that a postsecondary educational environment is unique in that there must be the freedom to express ideas and to foster communication on subjects that enhance the Seminary's educational mission. Accordingly, while the Seminary is committed to providing a learning environment that is free from sexual harassment, the purpose of this regulation is not intended to abridge academic freedom or to interfere with free speech as guaranteed by the First Amendment to the U.S. Constitution. As such, pursuant to this Policy, sexual harassment does not include: (i) the expression of ideas in an academic context to provoke thought or discussion on topics germane to the course and advancement of the Seminary's educational mission; (ii) engagement in debate or discourse over issues that society may find to be unpopular, offensive or disagreeable; or (iii) engagement in debate or discourse in an academic setting of issues which are germane to the course and which some persons may find to be offensive.

Faculty must be mindful that the courts have placed restraints on academic freedom at public institutions, and that conduct in the classroom cannot deny or limit a student's ability to participate in or benefit from the Seminary's educational programs or activities. Further, while there is no "bright line" test regarding the appropriateness of the content of expression in an academic setting, all students, faculty and staff have an obligation pursuant to this Policy to conduct himself or herself in a "reasonable" manner in their interactions with other members of the Seminary community.

C. Sexual Exploitation.

"Sexual Exploitation" shall mean circumstances in which a member of the Seminary community who is in a dominant position engages or attempts to engage in non-marital intimate sexual relations with another member of the Seminary community who is in a subordinate position. For purposes hereof, "dominant" and "subordinate" shall be deemed to refer to unequal positions of power (e.g., between a supervisor and employee, between a faculty member and student) where the person of real or perceived greater power directly supervises or has the ability to impact either the employment or the academic progress of the person with lesser power.

D. Sexual Misconduct.

"Sexual Misconduct" means Sexual Abuse, Sexual Harassment or Sexual Exploitation.

E. Secular Law.

"Secular Law" means the law of the jurisdiction in which the Sexual Misconduct occurs. In most cases involving the Seminary, the applicable law would be the law of the State of Georgia.

F. Business Day.

A "Business Day" is any day other than a Saturday, Sunday, legal holiday or other day upon which the Seminary administrative offices are closed.

G. Policy Administrators.

The persons holding the following positions are each designated as a "Policy Administrator":

1. For faculty and students: the Associate Dean for Academic Administration.
2. For staff: the Director of Human Resources.

IV. POLICY PROCEDURES

A. Seeking Guidance Regarding this Policy.

Any member of the Seminary community: (i) who experiences or believes that he or she has been subjected to Sexual Misconduct; (ii) who experiences or believes that he or she has been subjected to retaliation relating to an allegation of Sexual Misconduct; or (iii) who experiences or believes that others have been subject to Sexual Misconduct in violation of this Policy, may seek guidance, counseling or file a complaint in accordance with this Policy by contacting the appropriate Policy Administrator.

B. Complaint Procedure.

Allegations of violation of this Policy including the actual filing of a complaint of sexual harassment will be addressed by the Policy Administrator in accordance with, and within the time frames provided in, the Sexual Misconduct Complaint and Investigation Procedures adopted by the Seminary, a copy of which may be obtained upon request from the Policy Administrator.

C. Timeliness of Complaint.

Any complaint filed under this Policy must be filed with the Policy Administrator within sixty (60) calendar days after the alleged incident of discrimination.

D. Investigation.

The Seminary's policy is to investigate all complaints of Sexual Misconduct thoroughly and promptly. The Seminary will preserve confidentiality to the extent the needs of the investigation permit. If an investigation determines that a violation of this Policy has occurred, the Seminary will take appropriate corrective action, including employment or academic discipline up to and including termination of employment or expulsion from the academic program.

V. POLICY REQUIREMENTS

A. Responsibility to Comply with the Sexual Misconduct Policy.

All members of the Seminary community are responsible for ensuring that their conduct does not violate this Policy with respect to any other member of the Seminary community. This same responsibility to refrain from Sexual Misconduct extends to vendors, contractors (including the employees of third parties), visitors or others on the Seminary's campus or at any Seminary sponsored or Seminary related function or activity. In addition, this Policy is intended to apply to members of the Seminary community (i.e., students, faculty and staff) in their relationships with each other both on-campus and off-campus, including engagements in field education and internships, and in other ministry settings.

B. Responsibility to Report Perceived or Actual Violations of the Sexual Misconduct Policy.

1. **Required Reporting:** All supervisors (defined for purposes of this Policy as supervising one or more employees) are required to immediately report (either verbally or through written communication) to the appropriate Policy Administrator allegations, reports or instances of alleged Sexual Misconduct by or against any person covered by this Policy. All faculty with instructional responsibilities are required to promptly report to the Policy Administrator or alternatively to their department chair, dean or applicable academic administrator

allegations, reports or instances of alleged Sexual Misconduct by or against any person covered by this Policy. As supervisors, all academic administrators must then report the matter to the appropriate Policy Administrator (either verbally or through written communications).

2. **Responsibility of Community Members:** To maintain an environment free from Sexual Misconduct, the responsibility for reporting incidents of sexual misconduct rests with all members of the Seminary community. Thus, any employee, staff or faculty member, student, administrator or trustee who witnesses, experiences or believes another community member is being subjected to Sexual Misconduct in violation of this Policy is encouraged to report any incident of Sexual Misconduct they believe to be in violation of the Seminary's Sexual Misconduct Policy to the appropriate Policy Administrator.

C. No Retaliation.

As part of this Sexual Misconduct Policy, the Seminary forbids retaliation in any form against anyone for reporting Sexual Misconduct, assisting in a complaint or cooperating in an investigation of alleged Sexual Misconduct. Allegations of such retaliation shall be treated under this Policy in the same manner as allegations of Sexual Misconduct.

D. Amorous and Sexual Relationships.

It is not uncommon for Seminary community members who study, work or interact together to develop caring relationships. However, when persons in positions of unequal power engage in amorous or sexual relationships (e.g., between a supervisor and an employee, faculty member and student, or staff member and student) there arises the risk of misunderstandings, complaints of favoritism, other problems of supervision, security, morale, and possible claims of sexual harassment. Accordingly, the Seminary has adopted a separate Policy Regarding Amorous or Sexual Relationships, a copy of which will be published in the Student Handbook, the Faculty Manual and the Staff Handbook.

SEXUAL MISCONDUCT COMPLAINT, INVESTIGATION AND DISPOSITION PROCEDURES

I. OBJECTIVE AND PURPOSE

Columbia Theological Seminary (“CTS” or the “Seminary”) has established the following guidelines and procedures to address complaints of sexual misconduct and retaliation in violation of the Seminary’s Sexual Misconduct Policy. All capitalized terms used in this statement of procedures shall, unless otherwise defined herein, have the meanings given those terms in the Sexual Misconduct Policy. The purpose of these procedures is to ensure compliance with the Sexual Misconduct Policy to enable the Seminary to address circumstances that may conflict with its commitment to provide an inclusive and welcoming environment for all members of the Seminary community, including students, faculty, staff, prospective employees or other individuals interacting in our community.

II. SEXUAL MISCONDUCT RESPONSE TEAM

CTS has established a Sexual Misconduct Response Team (“SMRT”) to (i) facilitate the investigation of allegations of misconduct which violate the Sexual Misconduct Policy; (ii) to recommend disposition of such allegations; and (iii) to facilitate and coordinate the periodic education and training of the Seminary community regarding Sexual Misconduct issues. Allegations of violations of the Sexual Misconduct Policy shall be referred to the appropriate Policy Administrator for review and action. Accordingly, any member of the Seminary community who believes he or she has been subjected to Sexual Misconduct or believes he or she has been subjected to retaliation related to an allegation of Sexual Misconduct may seek guidance, counseling or file a complaint by contacting the appropriate Policy Administrator.

Any individual seeking guidance with respect to the Sexual Misconduct Policy may contact the Policy Administrator to informally discuss his or her concerns regarding a potential violation of the Sexual Misconduct Policy. However, if the individual desires that the Policy Administrator take action to address his or her concerns, the individual will be advised of the following procedures and requirements for addressing alleged violations, including the requirement of filing a written complaint pursuant to this procedure.

The Sexual Misconduct Response Team (the “SMRT”) shall be appointed and organized as follows:

1. The SMRT shall be comprised of two persons from each of the following categories: (i) faculty; (ii) staff; (iii) student body and (iv) Board of Trustees. Each category shall elect its own representatives. At least one faculty representative should be a tenured professor. The categories shall with all integrity attempt to select from the racial ethnic groups, genders, and ages of their members so as to effect a fair representation of the total membership of said group. **THERE MUST BE ONE FEMALE AND ONE MALE** representative from each category.
2. The SMRT shall elect a Chair and Vice-Chair from its membership, provided that a student shall not serve as Chair or Vice Chair. The Vice-Chair shall act in the absence or unavailability of the Chair. SMRT members and the chairs shall serve two-year terms. The terms of the members shall be two years, staggered, within each category, so as to ensure continuity. The Chair and the Vice-Chair shall be

staggered terms. The list of the Chair and the members shall be maintained in the Offices of the President, Dean of Students, Dean of Faculty and the Policy Administrators. Representatives may be re-elected for up to three terms. Vacancies in the membership of the SMRT shall be filled by the body electing such members as provided in Section I.1. above.

3. Except with respect to communications by Liaisons (defined in Section V.B.2. below) appointed by the Chair, all communications of the SMRT to parties involved in any pending complaint shall be made through the Chair and shall be in writing or documented by a note to the file. UNDER NO CIRCUMSTANCES shall individual members of the SMRT provide therapeutic, legal, financial, or other professional assistance directly to a person or persons involved in the complaint.

III. REQUIREMENTS AND SCOPE OF PROCESS

The following general requirements and procedures apply to the complaint and investigation process:

1. **Reports of Sexual Abuse** -- All supervisors are required to immediately report to the Policy Administrator all claims, reports or instances of Sexual Abuse alleged to have been committed by any person covered by this Sexual Misconduct Policy. Reports of Sexual Abuse shall be transmitted as soon as possible by the Policy Administrator to appropriate secular legal authorities. Since instances of Sexual Abuse may also constitute violations of criminal law, no factual investigation or other action under this Sexual Misconduct Policy shall be undertaken by the Policy Administrator or SMRT so long as a criminal investigation is in process or criminal charges are pending, in order to avoid potential interference with or prejudice to such legal action. This shall not preclude the President or Dean of Faculty from taking such steps as they may deem necessary for the safety and well-being of the Seminary community and the alleged victim of such abuse. In addition, Sexual Abuse involving minor children must be reported to the applicable State child protection services agency by the Policy Administrator as soon as the Policy Administrator has received credible information regarding such abuse. To the extent required by Secular Law, credible allegations of Sexual Abuse involving the elderly or legally incompetent adults must also be reported. This shall not preclude the President or Dean of Faculty from taking such steps as they may deem necessary for the safety and well-being of the Seminary community and the alleged victim of such abuse.
2. **Reports of Other Sexual Misconduct** -- All supervisors are required to promptly report to the Policy Administrator (either verbally or through written communications) allegations, reports or instances of alleged Sexual Misconduct (excluding Sexual Abuse, which is governed by Section III.1. above) or retaliation by or against any person covered by this process. Additionally, all faculty with instructional responsibilities are required to promptly report to the Policy Administrator (either verbally or through written communications) allegations, reports or instances of alleged Sexual Misconduct by or against a student in violation of the Sexual Misconduct Policy. Reports of Sexual Misconduct (excluding Sexual Abuse) shall be subject to and governed by the following guidelines:

- (a) **Timeliness of Complaint** -- Any complaint filed under this section must be filed with the Policy Administrator within sixty (60) calendar days after the alleged incident of discrimination.
- (b) **Available Remedies** -- The filing of a complaint under this procedure shall not affect a complainant's right to file a timely charge of discrimination pursuant to an appropriate federal or state statute, including the filing of a timely charge with the Georgia human rights state agency having jurisdiction or the federal Equal Employment Opportunity Commission.
- (c) **Participation of Students, Faculty and Staff** -- All members of the Seminary community are expected to cooperate with the Policy Administrator in the investigation of allegations of Sexual Misconduct in violation of the Sexual Misconduct Policy. Should a member of the community fail to cooperate with the Policy Administrator, such conduct would constitute reasonable grounds for discipline.
- (d) **Confidentiality** -- Confidentiality will be maintained to the extent possible. The fact that an individual has sought guidance from the Policy Administrator or that a complaint has been filed, including the grounds for which the individual seeks assistance, will only be communicated to those who require such information to fulfill their responsibilities. Additionally, the documents related to an investigation are not public record during a pending investigation and in the case of alleged sexual misconduct the names of the Complainant and any witnesses are exempt from disclosure even after the investigation is completed.
- (e) **False Claims or Statements** -- Any person who knowingly or fraudulently files a false or fraudulent complaint will be referred for discipline. Similarly, any person who knowingly makes false statements in any investigation, proceeding, or hearing regarding alleged discrimination and/or harassment and/or retaliation pursuant to this procedure will be referred to the appropriate Adjudicatory Authority for disciplinary action.
- (f) **Adjudicating Authorities** -- As used herein, "Adjudicating Authority" shall mean:
 - (i) For students: the Academic and Judicial Commission;
 - (ii) For staff: the President, to be adjudicated in consultation with the Director of Human Resources;
 - (iii) For faculty: the President, Chair of the Board of Directors and Vice President for Academic Affairs/Dean of Faculty; and
 - (iv) For the President and Board members: the Board of Directors.

- (g) **Not a Disciplinary Proceeding** -- The review and investigation of a complaint alleging violation of the Sexual Misconduct Policy is a fact finding process and does not constitute a disciplinary proceeding. Therefore, any discipline that may flow from the findings is a distinct and separate process not subject to these procedures.

IV. STATEMENT OF INITIAL PROCESS

Complaints of Sexual Abuse shall be made or forwarded to legal authorities as provided in Section III.1. above. All other complaints of Sexual Misconduct shall be made and processed as follows:

A. The Complaint.

1. **Intake Process:** An individual making an allegation of Sexual Misconduct (a “Complainant”) will first be asked to complete a written complaint that describes the manner in which the individual believes he or she has suffered from a violation of the Seminary’s Sexual Misconduct Policy. Such complaint should include: (i) the name and address of the person alleging a violation of the Policy; (ii) the name and any mailing address or known contact information of the alleged perpetrator of such misconduct; (iii) the date or dates of such misconduct; (iv) the harm suffered (e.g., loss of job, negative impact on educational or work performance, demotion, or other discrimination or harm, etc.); (v) the relief sought (e.g., reinstatement of job, grade change, removal of offender, change in assignment, etc.); and (vi) identification of any witness who will support allegations of misconduct. The Policy Administrator shall, within two (2) Business Days of the receipt of such written complaint:
 - (a) Determine whether the complaint contains sufficient information to review the Complainant’s allegations or whether additional or supplemental information is needed from the Complainant for an adequate review and/or investigation of the Complainant’s allegations of violation of the Sexual Misconduct Policy; and
 - (b) Meet with the Complainant to review the specific allegations raised in the complaint to determine whether the Complainant has articulated sufficient grounds to believe that the Complainant suffered adverse treatment in violation of the Sexual Misconduct Policy.
2. The Policy Administrator shall, within two (2) Business Days following such review and meeting with the Complainant, make a determination as to whether sufficient grounds exist to refer the complaint for further action. Thereafter:
 - (a) Should the Policy Administrator find, after reviewing the complaint and meeting with the Complainant, that he or she has failed to allege sufficient facts from which it could reasonably be found that there had been a violation of the applicable regulation, the Policy Administrator will terminate the investigative process and provide Complainant a written statement that sets forth and explains the Policy Administrator’s determination why the Complainant has failed to allege sufficient grounds to investigate whether there was a violation of the policy; or

- (b) Should the Policy Administrator determine, after reviewing the complaint and meeting with the Complainant, that the allegations in the complaint are sufficient to allege a violation of the Sexual Misconduct Policy, the Policy Administrator shall promptly, but in any event within two (2) Business Days after such determination, forward the complaint to the Chair of the Sexual Misconduct Response Team.

Request for Reconsideration: If the Policy Administrator determines that there is insufficient basis for a finding that a violation of the Sexual Misconduct Policy has occurred, the Complainant may request that the Policy Administrator reconsider his or her decision by filing a written request for reconsideration with the Policy Administrator within seven (7) Business Days after the receipt of the Policy Administrator's written decision. The request for reconsideration shall specify the basis for the request. The Policy Administrator will issue a written response to the request for reconsideration within seven (7) Business Days after receipt of the request.

Request for Review: Should the Policy Administrator ultimately determine there are insufficient allegations in the complaint to support a claim of violation of the Sexual Misconduct Policy, the Complainant may appeal the Policy Administrator's decision by filing a written request for review to the Chair of the SMRT within seven (7) Business Days after the receipt of the Policy Administrator's decision. *If the request for review is based upon there being new or other relevant evidence that should have been considered by the Policy Administrator in reaching his/her decision, to be eligible for review at this level, the party seeking review must have followed the Request for Reconsideration process.*

Should the Chair reverse the decision of the Policy Administrator, the Chair shall retain jurisdiction over the matter for disposition by the SMRT.

V. INVESTIGATION AND DISPOSITION OF COMPLAINTS

Complaints of Sexual Misconduct covered under Section IV above shall be administered as follows:

A. Investigations.

1. The Policy Administrators, in consultation with the SMRT shall develop and maintain a list of persons who are trained and otherwise qualified to perform or assist in the performance of investigations of allegations of Sexual Misconduct (each a "Qualified Investigator") and who are willing to assist the Seminary in such investigations. The costs of the services of a Qualified Investigator shall be an expense of the Seminary. The actual contract of engagement of any Qualified Investigator shall be subject to the approval of the Vice President of Business and Finance (or such officer's designee) and the Chair of the SMRT as to the reasonableness of fees and scope of work.
2. The Chair shall appoint a Qualified Investigator and two (2) members of the SMRT to serve as an investigatory panel (the "Panel") to investigate each complaint referred by the Policy Administrator and to recommend disposition thereof if there is a determination that a sufficient basis exists for the recommendation of further action by the appropriate Adjudicatory Authority. The membership of the Panel will ordinarily remain the same until their work on a

particular complaint is completed. At least one member of the Panel should be senior in institutional rank to the Complainant and Respondent.

3. Under no circumstances shall there be a Panel of all women or all men. If, because of vacancies on the SMRT or disqualification of some member, it is impossible to appoint a Panel in compliance with this paragraph from existing members who are not otherwise disqualified, the Chair of SMRT may select one or more individuals who are not a member of SMRT for service on the Panel in one particular case. The Chair will always seek the best gender balance possible in appointing the Panel within the constraints of this policy.
4. The Complainant and the Respondent may file a written objection with the Chair regarding the service of any Panel member. Specific reasons for the objection shall be set forth. After reviewing a written objection, the Chair may, but need not, replace any member of the Panel with another member of the SMRT. The Chair shall make every effort to ensure that a fair, impartial, and representative Panel investigates and reports upon the matter. The Chair will provide the Complainant and the Respondent with written notification of the identities of all persons serving on the Panel.
5. During the investigation of the case and following its conclusion, members of the Panel are not prohibited from ordinary communication with parties involved in the case. It is not appropriate, however, for members of the Panel to discuss the substance of the case with either Complainant or Respondent outside the processes established in this policy. Confidentiality shall be maintained to the full extent possible throughout the process of the investigation and disposition of a complaint, with due regard for the safety of the parties and the Seminary community, subject to limits necessary for adequate information gathering and proper disposition.

B. Investigation of Complaint. The Panel of the SMRT assigned for such purpose shall:

1. Notify the alleged offender (hereafter the “Respondent”) of the complaint, of the allegations contained therein and offer the Respondent the opportunity to provide a written response to Complainant’s allegations, to be provided within two (2) Business Days after receipt of the Complaint. At all times during the investigatory process, the Complainant and Respondent shall be kept informed of the status of the SMRT Panel’s investigation.
2. Request that the Chair appoint two (2) members of the SMRT who are not members of the Panel to serve as: (i) a liaison for the Complainant and (ii) a liaison for the Respondent (each a “Liaison”). The Liaison for a party shall communicate the process and policies regarding the operation of the SMRT and the SMRT Panel to such party, and to be a resource for advice and support to such party during the progress of the investigation and related proceedings, and to serve as a liaison for such party with the Panel. The Liaison shall not be an advocate or representative of the party to whom such Liaison is assigned.
3. The Complainant and Respondent may, at any time during the process, choose a support person to be a resource for advice and support to such party during the progress of the investigation and any related proceedings.

4. Conduct a full and complete investigation of the allegations contained in the complaint by interviewing witnesses, gathering documentation or taking whatever other action the Panel reasonably determines is necessary to evaluate Complainant's allegations of harassment or retaliation. In conducting its investigation, the Panel shall gather such documents as are relevant and material to the case, and shall identify such witnesses who have provided, or who may provide, information relevant and material to the case, including both those documents and witnesses which support the allegations in the complaint and those which are or may be deemed exculpatory. The Panel shall receive and review the complaint, the response, all pertinent documents and any written statements of witnesses. The Panel may question the Complainant, the Respondent, and other witnesses. The Panel may engage a court reporter to make a stenographic record of statements or testimony given by any party or witness. If no stenographic record is made of the questioning of a party or witness by the Panel, the Panel shall appoint one of its members to record such statement. No statements or admissions made during any prior Alternative Dispute Resolution may be considered by the Panel.
5. The SMRT may (a) at any time during the investigation process, recommend Alternate Dispute Resolution (as defined below) or (b) upon completion of its investigation, determine that disciplinary action is appropriate, in which case the Panel shall prepare a written decision outlining the pertinent portions of the investigation that details the Panel's findings regarding whether the Complainant was subjected to adverse treatment in violation of the Sexual Misconduct Policy. A copy of the Panel's written decision will be provided to both the Complainant and the Respondent. If the Panel concludes that there is sufficient evidence to believe that Complainant was subjected to Sexual Misconduct or retaliation in violation of the Sexual Misconduct Policy, the Panel's written decision and recommendation will be submitted to the appropriate Adjudicatory Authority for action.

C. Sexual Abuse Complaints.

Complaints which are determined to allege facts which, if true, would constitute Sexual Abuse as defined in the Policy, shall be treated as provided in Section III.1. above.

D. Alternative Dispute Resolution.

As provided in Section V.B.4 above, the Panel may recommend one of the following methods of resolution (each an "Alternate Dispute Resolution"):

1. Negotiation: In the negotiation process, the parties to a conflict are responsible for working out a solution which effectively resolves all issues and protects the interests of all concerned. For a negotiated settlement to be successful, all persons or groups affected by the outcome must be represented in the negotiation, and all issues substantially resolved.
2. Mediation: In the mediation process, the parties to a conflict are enabled through the assistance of a trained mediator to work out their own agreement for resolving the dispute. In mediation the parties retain the power to make the final decisions. The successful outcome of mediation is a function (among other things) of the

willingness and ability of the parties to reach agreement and of the creativity of the mediator in helping to shape that agreement in the interests of all concerned. The Chair shall provide the parties a list with sufficient names, addresses, and phone numbers for the parties to come to a consensus on a mediator, said expenses to be arranged in writing in advance of the mediation.

Should the parties consent to an Alternate Dispute Resolution process, the Chair may designate a member of the Panel to facilitate the negotiation or mediation of the Complaint, as applicable. The member should be senior in academic rank to the Complainant and Respondent. If a proposed resolution is reached by negotiation or mediation, it shall not be final until approved by the Panel, which shall consider not only the interests of the Complainant and the Respondent, but also the interests of the Seminary community.

E. Guidelines for Panel Actions

1. Deliberations: In reviewing and making recommendations regarding complaints:
 - (a) The Panel shall look at the totality of the circumstances, including the nature of the action and the context in which the alleged conduct occurred. Recommendations shall be made from findings of fact on a case-by-case basis in light of all relevant facts and circumstances.
 - (b) The Panel shall deliberate as a body and reach its findings and recommendations by majority vote. The Panel shall prepare a written report of the investigation, consisting of findings of fact and conclusions, and a recommended disposition based solely on the record, pertinent institutional policies, regulations and procedures.
2. Required Actions. Upon completion of its investigation of a complaint and preparation of its final report, the Panel shall, within five (5) Business Days thereafter:
 - (a) If the Panel concludes that no further action is justified, the Panel shall report its findings to the Complainant and Respondent and the matter shall be deemed closed.
 - (b) If the Panel concludes that the complaint should be forwarded to an Adjudicating Authority for discipline or other action, the Panel shall report its findings to the Complainant and Respondent and shall forward its written report, together with all supporting documentation (both incriminating and exculpatory) to the Adjudicating Authority having jurisdiction. The Panel should be consulted by, and shall be available to present its findings to, the Adjudicating Authority and shall be available to participate, as appropriate, in any proceeding conducted by such Adjudicating Authority.
3. Disqualification: Throughout the process, including proceedings before the Panel, or any Adjudicatory Authority, any person who has been involved in the handling of a complaint, either as a Complainant, Respondent, Liaison, witness or counsel, shall be disqualified from deliberating or voting on matters related to that complaint.

4. Record: The complete record of the investigation shall be maintained in the office of the President.
5. Timeline for Investigations. In the absence of extraordinary circumstances, investigations are to be completed and recommendations submitted by a Panel within thirty (30) days of the referral of a complaint from the Policy Administrator.

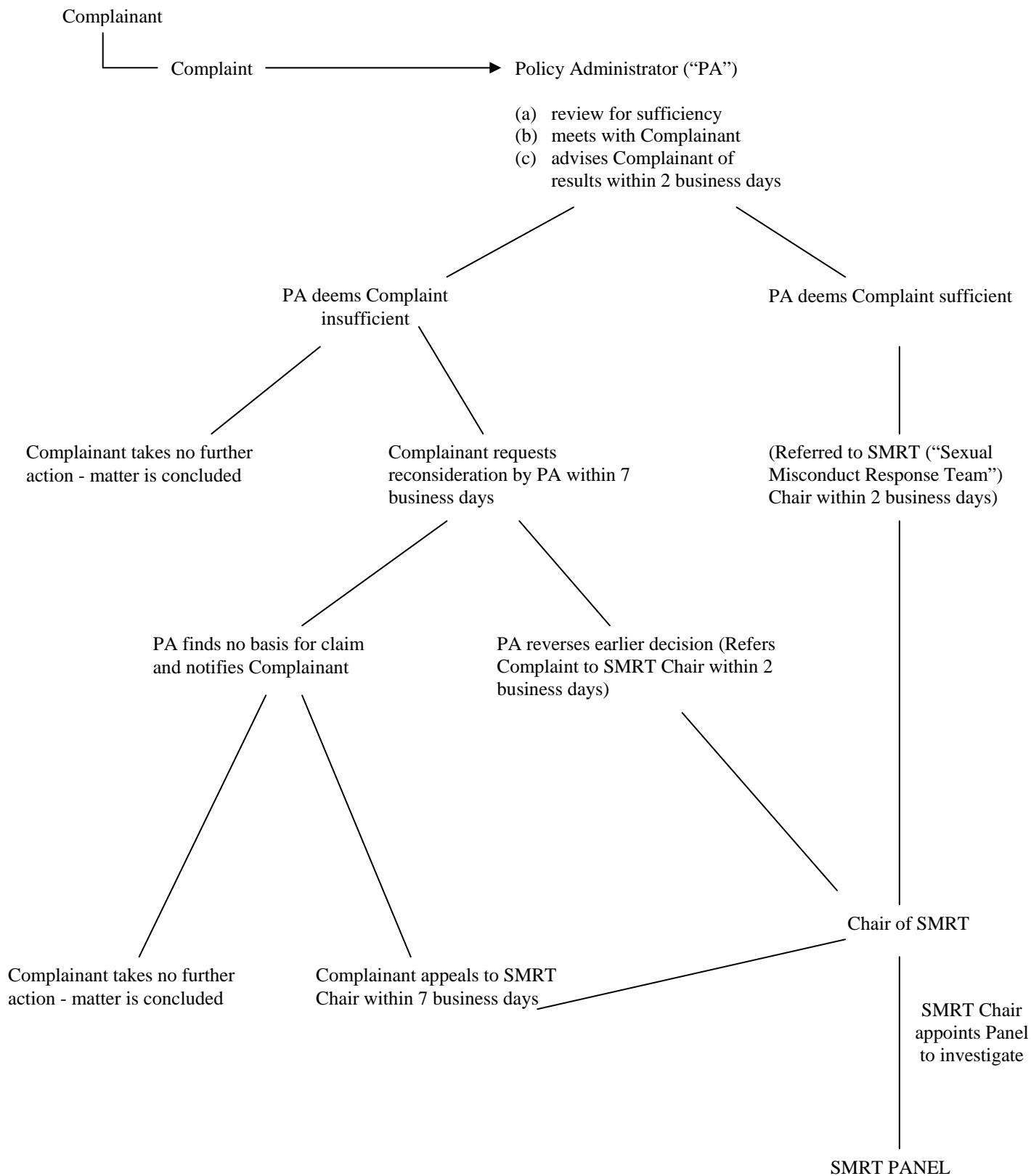
VI. TRAINING AND EDUCATION

- A. **SMRT Training**. The SMRT shall undertake training of its members in detecting, preventing and investigation of sexual harassment, exploitation and abuse (including child abuse prevention) not less frequently than annually. The Chair of the SMRT shall coordinate such training and may appoint one or more members of the SMRT to organize and facilitate such training. The frequency and curriculum for training shall be determined by the SMRT.
- B. **Community Education**. The SMRT shall provide education and training opportunities in matters of sexual harassment, exploitation and abuse (including prevention of child abuse) for the Seminary community not less frequently than annually, preferable at or near the beginning of each academic year. Such training sessions will be mandatory for entering students, new staff and faculty. Faculty and staff should take such training at least once every five (5) years.)

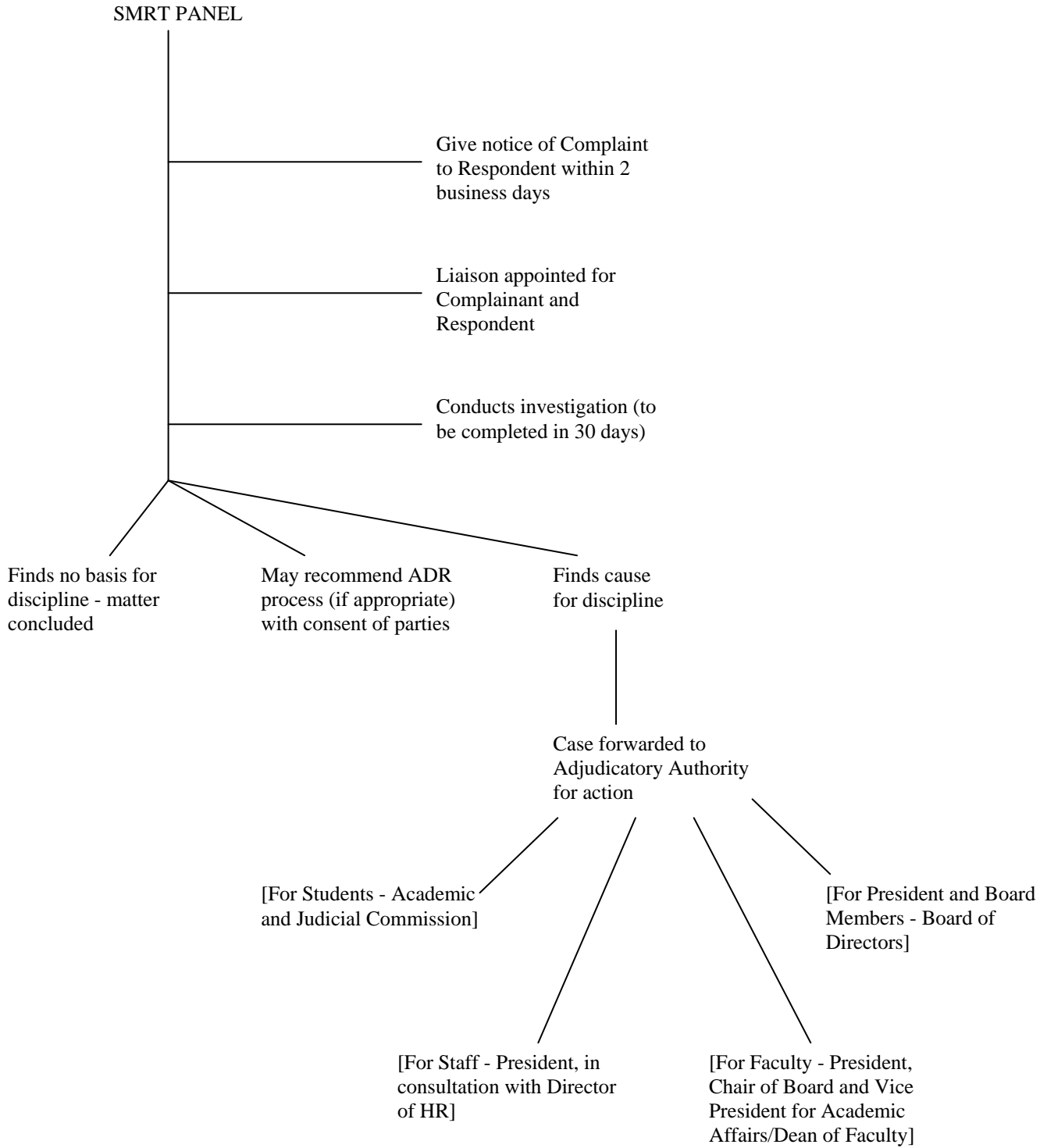
VII. COMMUNICATIONS

- A. **Parties**. Each Panel assigned to investigate a complaint shall maintain communication, at reasonable intervals, with the Complainant and Respondent (which may be through the Liaison assigned to such party) regarding the status and results of the investigation
- B. **Seminary Community**. A Panel may, when deemed appropriate, prepare general communications to the Seminary community regarding the results of its investigation of a complaint of Sexual Misconduct, with due consideration given to the requirement of confidentiality imposed under this Policy. All such communications shall be reviewed and approved by the Chair and the President of the Seminary prior to release.
- C. **Adjudicating Authority**. In all cases referred for disciplinary action to an Adjudicating Authority, the Adjudicating Authority shall report to the Chair of the SMRT the final action taken by such Adjudicating Authority and, if appropriate in cases resulting in discipline, to the denominational authority of the Respondent.

COMPLAINT AND INVESTIGATION PROCESS



Continued on next page



POLICY REGARDING AMOROUS OR SEXUAL RELATIONSHIPS

I. OBJECTIVE AND PURPOSE

The purpose of this policy is to set forth expectations for members of the Columbia Theological Seminary (“CTS” or the “Seminary”) community regarding amorous or sexual relationships and to ensure that such relationships do not result in actual or perceived impropriety.

II. STATEMENT OF POLICY

A. General Considerations

CTS is committed to providing and maintaining a working and learning environment that is fulfilling and equitable for all members of the Seminary community including students, faculty and staff. Implicit in this commitment is that all community members conduct themselves in an ethical manner in their interactions and relationships with each other. To achieve this goal, relationships between students, faculty and staff must be based on integrity, respect and trust. Any amorous or sexual relationships between community members that call these principles into question interfere with the mission of the Seminary.

B. Amorous or Sexual Relationships between Individuals of Unequal Power.

Amorous or sexual relationships between individuals of unequal power (e.g., between a supervisor and an employee, faculty member and student, or staff member and student) where the person of real or perceived greater power directly supervises or has the ability to impact either the employment or education of the other, have the potential of resulting in, or causing the appearance of, the following:

1. A conflict of interest;
2. An abuse of power or trust;
3. The perception of favoritism, bias or unfair treatment;
4. The perception or allegations that the relationship was the result of coercion or exploitation,
5. Allegations of sexual harassment either during the relationship or after it ceases; and
6. Other allegations of inappropriate conduct.

III. STATEMENT OF PROCEDURES

A. Prohibited Amorous or Sexual Relationships.

Faculty members, administrators and staff in any type of supervisory or oversight capacity are prohibited from engaging in an amorous, dating or sexual relationship with a student or employee whom he/she instructs, evaluates, supervises, or advises, or over whom he/she is in a position to exercise authority such that it would impact their educational or work performance.

B. Required Disclosure of Amorous or Sexual Relationships.

1. Faculty members, administrators and staff in any type of supervisory or oversight capacity, who as of the date of the adoption of this policy are currently involved in an amorous, dating or sexual relationship where there is direct authority relationship between the individuals must immediately disclose the existence of their relationship to their immediate supervisor (i.e., Chair, Director, Dean, Vice President) or, if necessary, the next higher level supervisor not involved in the relationship.
2. Faculty members, administrators and staff in any type of supervisory or oversight capacity who are involved in an amorous, dating or sexual relationship where no direct authority exists, but due to reassignment or restructuring (if a department or unit are placed in a direct authority relationship with the person with whom they have a relationship covered by this policy), must disclose the existence of such relationship to their immediate supervisor (i.e., Chair, Director, Dean, Vice President) or, if necessary, the next higher level supervisor not involved in the relationship.

C. The Management by CTS of Potential or Actual Conflicts of Interest resulting from an Amorous or Sexual Relationship.

1. CTS will manage any potential conflicts of interest created by amorous or sexual relationships where direct authority or the ability to impact the performance of the other individual exists. CTS will utilize one of the following options to ensure the integrity of the work and educational environment and may explore the following options:
 - (a) Removing the faculty member, administrator or staff who are in any type of supervisory or oversight authority over the individual with whom they are involved in an amorous or sexual relationship from any evaluative decision concerning the other individual;
 - (b) By moving an advisor from his/her involvement as advisor or committee member with an advisee;
 - (c) Relocation of an employee to another supervisory area; or
 - (d) Other action that the appropriate administrators believe resolves the actual or perceived conflict of interest.
2. CTS, in managing actual or perceived conflicts of interest resulting from amorous or sexual relationships, may require time or more decisive efforts to effectively address conflicts of interest that arise from two individuals' involvement in an amorous, dating or sexual relationship where a direct authority relationship exists between the individuals. In such cases, the following may occur:
 - (a) In the case of two employees (including student employees), one or both of the employees may be placed on administrative leave, with or without pay, until a suitable option becomes available to address the actual or perceived conflict of interest.

- (b) If there is no reasonable option available to address the actual or perceived conflict of interest, one or both employees may be required to terminate his/her employment from the Seminary.

D. Violations of this Policy.

Any member of the Seminary community who violates this policy is subject to discipline by the applicable supervisory authority.

COLUMBIA THEOLOGICAL SEMINARY CAMPUS SAFETY REPORT

Introduction

In accordance with the Student Right-to-Know and Campus Security Act (P.L. 101-542), Columbia Theological Seminary is required to disclose campus security policy and campus crime statistics annually to all current students and employees and to any prospective students/employees upon request. The intent of this federal legislation is to promote awareness and to encourage responsible action in making the Seminary a safer place.

Members of the Seminary community are expected to act with respect for all rights, privileges, and sensibilities of others. Actions that threaten or endanger in any way the personal safety or security of others will be regarded as serious offenses.

Campus Security Responsibilities and Procedures

Columbia Theological Seminary has one of the most beautiful seminary campuses in the country. Though the campus is serene, it is also located in an urban setting. As with any urban area, there can be problems with the security of property and personal well-being. Personal security is the responsibility of the entire Seminary community. Each member must play a part for the safety and security of all.

The Seminary contracts with Agnes Scott College to provide security services. Agnes Scott has a state-certified police force that employs police officers with full powers of arrest. A security officer is on duty 24 hours a day, with Agnes Scott police officers also making rounds. The Decatur City Police Department provides patrols of the neighborhood and has concurrent jurisdiction with Agnes Scott Police.

Any crimes occurring on or around the Seminary property should be reported immediately to the Agnes Scott Police. Agnes Scott Police will investigate the complaint and, if additional assistance is required, they will notify the Decatur Police Department, Decatur Fire Department and/or DeKalb County Emergency Medical Services, dependent upon the circumstances.

Seminary residence hall exterior doors are locked 24 hours per day. In addition, the Library is locked during non-working hours. While school is in session, the Richards Center is locked from 7 pm to 7 am weekdays and from 5 pm Saturdays until 7am Mondays. When school is not in session, the Richards Center is locked 24 hours per day. Campbell Hall and Harrington Center are locked from 7 pm to 7 am weekdays and 24 hours on weekends. Locked doors should never be propped open.

Doors to residence hall rooms and apartments should be kept locked. If the door of your room or apartment is defective, please contact the Business Office. (If it can be opened with a credit card, the lock is defective.) Seminary office doors should be kept locked at all times when offices are vacant.

Packages and other valuables should never be left in parked cars. Pocketbooks and other valuables should never be left unattended.

If at any time you observe what you think may be harmful or suspicious actions on campus, report them to the Agnes Scott College Police. At night, always walk on campus with a friend.

Seminary administrators with significant responsibility for student and campus activities are classified as a campus security authority and must report any security violations in a timely manner. In the event that a campus security authority is notified of the occurrence of a crime for which statistics are provided below, the Seminary will warn the community in a timely fashion when it considers the events threatening to students/employees.

Campus security authorities will inform the Seminary community of crime prevention and security procedures and will encourage members to be responsible for their own security and that of others by publishing information in Seminary publications, including the Student Handbook and *THIS WEEK*, and by periodically providing such information in group settings (such as during orientation, forums, etc.).

Questions concerning campus security or suggestions for improving security should be directed to the Vice President for Business and Finance.

Emergency Information

Agnes Scott Police	404-471-6900 (CTS Direct Line)
Decatur Police	911
Fire Department	911
Ambulance	911

Emergencies requiring police, firefighters or an ambulance should be reported on the nearest available telephone. Courtesy telephones are located in the Harrington Center, Florida Hall, on the first floor of the Richards Center and first floors of Campbell Hall and the public lounge in the Library. Remember to always identify your location to emergency personnel.