

Proposal 2: To revise the current Oral Roberts University Student Academic Grievance Procedures (suggested changes in red or green):

Rationale: Concepts of due process require that individuals filing a grievance are entitled to have the matter resolved through notice and hearing in a timely fashion. The current policies are too long in affording the individual a timely resolution. The proposed policies will significantly improve the timeliness issue. They will also provide safety and support for students whose academic grievance involves allegations of wrongful actions that are sensitive in nature.

Oral Roberts University is committed to providing an environment in which its faculty, staff, students, administrators, and other constituents are treated fairly with courtesy, respect, and dignity.

Oral Roberts University seeks to exist as a Christian university community. Communication in which there is Christian respect for individuals and groups that comprise this community is the basic ingredient of developing this relationship.

The University is made up of many interpersonal relationships involving students, faculty, and administration, as well as others who do not participate directly in the campus life of the University. In accordance with Matthew 18:15, it is the Christian's responsibility in areas of personal grievances, as distinguished from policy or principle, to first discuss his or her grievances with the other party in the dispute in private. The University will adhere to this responsibility in resolving grievances, except where the grievance involves allegations of wrongful actions that are sensitive in nature, **such as, allegations of sexual harassment, sexual discrimination, or physical or emotional abuse, in which case the student or person that receives the complaint is required to immediately contact the Director of Human Resources by calling 918-495-7874.** ~~where the student would feel threatened discussing his or her grievance with the other party in the dispute in private. In such instances, the process should be initiated by the student by taking the grievance to the immediate supervisor of the other party in the dispute, in accordance with the processes enumerated below.~~

The following procedures enumerate Oral Roberts University's means of resolving a student's justifiable cause for grievance. Justifiable cause for grievance shall be defined as any act that, in the opinion of the student, adversely affects the student, causing an uncomfortable situation or complaint and calls for action, and is perceived as capricious, prejudicial, or arbitrary action on the part of any university faculty, staff member, administrator or student; or any arbitrary or unfair imposition of sanction or policy that undermines and detracts from the student's educational experience, effectively denying the student equal and fair access to the institution's resources and opportunities. It should be noted that the University is requiring the grievance process to proceed through the appropriate chain-of-command. In this regard, if a grievance originates at a higher level (i.e., with a chair or other administrator) and the private Matthew 18:15 one-on-one process has not resulted in a satisfactory resolution, the grievance process shall continue at the supervisory level just above the party involved in the grievance, in accordance with the processes enumerated below.

1. The student with the complaint shall discuss the problem with the faculty member, staff person, administrator, or student who is directly involved. **Where the student would feel threatened discussing his or her grievance with the other party in the dispute in private, the process should be initiated by the student by taking the grievance to the immediate supervisor of the other party in the dispute.** Together, they shall try to resolve the problem through prayer, discussion, and negotiation in accordance with Biblical principles and the University's rules, policies, and procedures. All efforts should be made to resolve the problem at this level.

2. If further resolution is deemed necessary, the student shall state the problem in writing and submit it to the appropriate departmental chair who oversees the party against whom the grievance arose. ~~The chair has 14 days to respond to the student request for resolution. However, if in the opinion of any party involved a satisfactory resolution does not result, such party in the dispute may request (within 7 days of the chair's response) a meeting with the chair; and,~~ The chair, working with all of the parties involved, shall (within 14 days from the date **the complaint was received** ~~of request for a meeting~~) try to resolve the problem through prayer, discussion, and negotiation in accordance with Biblical principles and the University's rules, policies, and procedures.

3. If further resolution is deemed necessary by any party involved, such party in the dispute may (within **7 5** days of the chair's determination) request the matter be referred to the appropriate dean who oversees the party against whom the grievance arose.

a. The dean (after reviewing the written complaint and meeting with any of the parties he or she deems necessary) shall (within 14 days of the request for referral) make a final determination as to the outcome on the matter.

b. If this determination does not resolve the problem to any of the parties' satisfaction, such party may request a formal investigation be made by student's College Grievance Committee. This request must be made in writing and presented to the dean within ~~14~~ **5** days of the dean's previous final determination.

c. Within 21 days of **the receipt** of this request, the College Grievance Committee, shall (a) afford the parties a hearing, (b) submit a report of its investigation/recommendations to the Dean who shall work with the committee to issue a final Grievance Committee determination, and (c) furnish a copy of the final determination to all of the parties involved and to the Provost, as the designated representative of the Office of the President.

4. The final determination of the College Grievance Committee shall become full force and effect unless a party appeals the decision to the Provost, as the designated representative of the Office of the President. This appeal must be filed in writing with the Provost within ~~14~~ **5** days of the submission of the Grievance Committee's final determination.

5. Within 21 days of the receipt of this appeal, **the Provost shall, working with all of the parties involved (a) try to resolve the problem through prayer, discussion, and negotiation in accordance with Biblical principles and the University's rules, policies, and procedures and (b) afford the**

parties involved a formal hearing, **if deemed necessary, and** (c) submit a report of its final determination to all of the parties involved. The decision of the Provost, as the designated representative of the Office of the President, is final.