

Earlham College is a residential college of the liberal arts and sciences. As an integral part of their education, we expect all students to live in community and to learn from the experience.

When students come to Earlham College, they step across a threshold into a community that accords deep respect to every individual and that is organized around a set of values we expect will guide the behavior of all members of the community. Stepping across this threshold is often a refreshing experience, but it can also be a difficult one because living in community at Earlham asks a great deal of each and every one of us.

"Principles and Practices of the Earlham College Community" is a document that sets forth our high aspirations for all members of the community. It is organized around five values: respect for persons, integrity, peace and justice, simplicity, and consensus governance. We intend "Principles and Practices" to be an educational document. Rather than state rules of conduct, it poses queries to which we expect all members of the community will return from time-to-time for self- or group-examination.

We expect faculty to work with students, and for students to work with one another to live into those high aspirations. This is an educational process. We strive to be a community of mutual support, responsibility and accountability.

In conjunction with these high aspirations organized as queries, we also have some important rules or basic expectations for all members of the community. These are behaviors we expect of all students from their first day; they are conditions of admission to and of remaining a member of the Earlham College community. They address the same fundamental values around which "Principles and Practices" is organized.

We have a judicial process that provides a formal means for dealing with student behavior that falls below our basic expectations. Through this process we determine responsibility for such conduct, and make decisions about whether and how a student should remain within the Earlham community.

We expect students to recognize and learn from their mistakes. Through the judicial process, the college may impose consequences that encourage students to learn from their mistakes. While the judicial process is in part an educational process, it is also our means for insuring that the college and those who make up its community can focus their best efforts on the pursuing the college's mission without interference or distraction.

Students who on more than one occasion fail to live up to the community's basic expectations generally will be asked, through the judicial process, to leave the community either for a period of time (suspension) or permanently (expulsion). When particularly serious, even a single incident may lead to separation from the community.

When serious incidents occur that are threatening or injurious to the well being of the self, members of the community, or the orderly functioning of the college, we may ask

those accused to live off campus temporarily while the judicial process is completing its work. Such decisions are made with care to insure the health and safety of all members of the community and to treat all concerned with equal respect.

We also have various policies to improve the quality of life in the community, for example those regarding alcohol and smoking. These also prescribe appropriate conduct in the Earlham community. Persistent disregard of these norms we consider a failure to meet our basic expectations for living in community and are addressed through our judicial process.

Behavior by faculty or staff that falls below basic expectations are dealt with through processes spelled out in the Faculty Handbook and Staff Handbook.