

Subject:	Accommodation of Students at Risk: Leaves of Absence from Academics and/or Residence	Number:	AOP 234
Issued by:	Senior Vice-President Academic and Chief Learning Officer	Date Issued:	September 2017
Supersedes:	N/A	Page:	1 of 1
Links:	Procedure Student Code of Conduct: Positive Learning and Living Environment (AOP 209) Ontario Human Rights Commission Policy and Guidelines on Disability and the Duty to Accommodate	Revision Date:	April 2018

Accommodation of Students at Risk: Leaves of Absence from Academics and/or Residence

1. Introduction and Purpose

Loyalist College acknowledges that it is obliged to accommodate, assist and support students facing challenges in Residence and/or Academics. All reasonable measures will be explored to assist students in successfully meeting those challenges. Where those efforts have not been successful, Loyalist wishes to respond effectively and responsibly to students who have demonstrated that they are unable to act in a manner that upholds the integrity of their own well-being or the well-being of others in academic settings or elsewhere on campus.

2. Application

This policy applies to all Loyalist College students including those enrolled in distance and continuing education studies. This policy shall also apply to all behaviour of Loyalist College students whether those behaviours occur on or off campus or in the online environment.

3. Definitions

Student of Concern: any student whose apparent physical, mental or emotional state and related conduct is such that they may be at risk or have become a threat to themselves, others, the educational process or the College community in general.

Involuntary Leave of Absence: an involuntary leave of absence from campus or residence for a period of time specified by the Director of Student Success and the student's Dean. Involuntary leave of absence is not pursued as a punitive intervention but may additionally coincide with sanctions levied by the Director of Student Success for student misconduct as per the Loyalist College Behavioural Responsibility Protocol.

Violence Threat and Risk Assessment (VTRA): the formal process by which the College convenes a multi-disciplinary team to investigate and mitigate threat-making behaviour engaged in by any Loyalist College student.

Risk Assessment Review Team: the standing multi-disciplinary team that meets to discuss the actions of students of concern and plans a remedial intervention aimed at mitigating risk and enhancing opportunities for student success.

Return to Campus Process: the mandatory risk-reducing intervention that the student must engage in and provide legitimate proof of having complied with to be eligible to return to campus after the involuntary leave of absence.

Decision Review: the process by which the decision to invoke an involuntary leave of absence is reviewed in light of new information that may change the decision, outcome or timeline associated with the return to campus process.

Appeal: the process by which a student can appeal the decision of the College to invoke an involuntary leave of absence as a risk-reducing intervention and may propose an alternative intervention that they feel better meets their needs and the needs of the College.

4. Policy Statement

The College has the right and the responsibility to address the behaviours of a student of concern in order to ensure that the student is in the best position to engage in life and/or to protect that student and/or any other members of the College or local community from risks or significant impact posed by their behaviour. The College may need to take steps whether or not a violation under the Code of Student Conduct has occurred. In some circumstances, placing a student on an involuntary leave of absence may be an effective and appropriate course of action to address the situation until such time as the safety concerns or other concerns are significantly mitigated. It is understood that this measure will be taken only where other efforts have been unsuccessful and/or there is an urgent and immediate need to ameliorate the risks. Additionally, this measure will be implemented only for as long as is necessary to ameliorate the risk. As such, this policy will be triggered when there is information of an impaired ability to engage in safe decision-making behaviours and/or refrain from significant disruptive actions stemming from physical, emotional or mental health impairments or challenges. Actions taken under the policy are supportive in nature and shall not be considered to be disciplinary actions.

5. References

- › Ontario Human Rights Commission Policy and Guidelines on Disability and the Duty to Accommodate
- › Adapted from Humber College (2012). Student Support and Intervention: Non-Academic Voluntary/Involuntary Withdrawal. In Policy Manual. Retrieved April 3, 2013 from https://humber.ca/sites/www.humber.ca/files/student-support_interventionnon-academicvoluntaryinvoluntarywithdrawalpolicy.pdfhttp://www.humber.ca/sites/www.humber.ca/files/student-support_interventionnon-academicvoluntaryinvoluntarywithdrawalpolicy.pdf