

Sim U Scenario

At Sim University, a fraternity brother from Beta Xi Rho, a historically black fraternity, passed away. A candlelight vigil was planned for Wednesday night for his remembrance. His brothers painted a memorial on a “freedom of speech” rock ahead of time for the vigil. The night before the vigil someone from the basketball team painted over the memorial. The next morning the frat brothers discovered the rock with “Screw BXP, TRUMP 2016!” painted on it. With the vigil planned for that night, they decided to paint over the Screw BXP, TRUMP 2016. They repainted the memorial, and the vigil was a success with a great turn out. However, one of the frat brothers found out who had painted over the memorial. He confronted the perpetrator aggressively and started a fight between Beta Xi Rho and the basketball team of Sim University. At the end of the fight one of the frat brothers had a broken nose and a starting basketball player had a broken foot. Many people are outraged with the basketball team, as well as the fraternity and are asking for serious consequences for everyone involved.

You each play a very important role at SIM U and have been called together to respond to the situation in the most responsible manner. It is important that this gets solved carefully so that the school does not receive any further negative publicity after what it has already received. At this meeting, you have a few things to figure out:

- What, if any, repercussions should the basketball players face?
- What, if any, repercussions should any of the fraternity brothers face?
- What, if any, policies should be developed to assist in further responding to the situation?

Important things to consider:

- What prior image has the school created for itself and how will the action you choose either affirm or contradict that image?
- Would this be the same action if the groups did not become aggressive?
- What do current policies specifically state about this situation? Is there any room for policy reform?

Athletics

As the Athletics Office, you are particularly concerned about the growth of SIM U Athletics at the national level. This has been one of the best Basketball seasons in ten years, and you have been preparing for the team to make it to the Championships. The basketball players in question are some of your best players, and they run the risk of missing out on the next few games. Losing them would almost ensure that the team would make it past the playoffs.

Not only does school pride come into question, but the amount of potential money that could come in if the team wins or even makes it to the final round of the championships is huge. This money could help out several offices on campus that are struggling to stay open. The school has been needing this opportunity to get back on the map and this is the prime moment. If the players are not there, the chances of the team making it far in the championships is highly reduced.

As a reference, below are the policies on student-athlete misconduct:

Student-Athlete Misconduct:

Level II - Serious Misconduct: Language or gestures that threaten another, destruction of property. Behavior which has negative consequences for oneself, an intercollegiate team, the Department of Intercollegiate Athletics or Sim University.

Level III Severe Misconduct: Assault. Participating in unwarranted acts that severely endanger an individual or group.

Fraternity and Sorority Life

Fraternities and sororities at Sim University, are organizations made up of members who have willingly and freely committed to the values and ethics of their respective chapter. The Fraternity & Sorority Life Office respects and commends these students for making a decision to enhance their lives and we fully support the values and missions of their organizations by recognizing them as Sim University fraternities and sororities.

The fraternities and sororities at Sim University are a vital part of the university. SIM U receives awards and good press every year for the work the fraternities and sororities on campus do. More specifically, Beta Xi Rho has an alumni member that has donated money every year for the past 10 years. The fraternity gives the money gained from the alumni member to the preservation and upkeep of the campus library. This money has immensely helped the school with the maintenance of the library. Losing that money would put the state of the campus library in jeopardy.

Below is SIM University's Code of Conduct for Fraternity and Sorority Life for your reference:

Any action taken by a chapter that brings the Greek community, the Fraternity & Sorority Life Office, the university, or the SIM U community into a negative representation of character will be responded with a judicial hearing. Recognizing that our chapters are self-governing organizations, in the case that there is an action taken by an individual member that reflects the aforementioned description, the chapter will be expected to hold that member accountable. Failure to do so on behalf of the chapter will be seen as the chapter's inability to abide by the Code of Conduct. One thing must remain clear: any actions from an individual fraternity or sorority member or chapter that do not reflect the values and ethics of their organization and therefore the Greek community, will not be tolerated.

Office of Student Conduct

It is the mission of the Office of Student Conduct and the Student Conduct System at SIM U to turn potential incidents of misconduct into opportunities for the facilitation of education and student development. It is our goal that as students make their way through the adjudication process, they will leave that process as better educated students, better all around members of the University community, and better global citizens. In addition to these educational opportunities, Student Conduct is responsible for ensuring the safety of all students across campus by enforcing the current policies so that they are being upheld in the interest of safety across campus. Below is the policy on Freedom of Expression and Acts of Misconduct:

Regarding Freedom of Expression:

Sim University believes that through active participation in an intellectually and culturally diverse learning community, students will be better prepared to deal with the issues they will face in a rapidly changing and diverse society. In the presentation of ideas, the University encourages a balanced approach and respect for contrary points of view. Being open to the ideas and opinions of other members of the community will lead to discussion that is characterized by courtesy, mutual respect, and charity. Congruent with these ideas is the principle that all members of the Sim University community enjoy the right to freedom of speech and expression. The right to free speech and expression does not include unlawful activity or activity which endangers or threatens to endanger the safety or well-being of any member of the community. Further, it does not include any activity which materially interferes with the education or well-being of other students or the mission of the institution. It is expected that members of the community will actively participate in programs and activities of the University and will support efforts to foster the identified values of the community. All members of the community are expected to abide by local, state, federal, and international laws

Regarding Acts of Misconduct:

All hostile, threatening, or intimidating behavior that by its very nature would be interpreted by a reasonable person to threaten or endanger the health, safety or well-being of another. Examples of such behavior may include, but are not limited to: a) An act(s) that alarms or seriously disrupts another person's ability to participate in any aspect of University life is prohibited; or b) Communicating verbally either directly or indirectly through another party, by telephone, regular or electronic mail, voice mail or any verbal, mechanical, electronic or written communication in a manner that would likely restrict or deny an individual's access to educational resources, university activities, and university-related opportunities.

Office of Media and Public Relations

The SIM U Office of Media and Public Relations represents and promotes the university and its faculty, students, and programs to a variety of internal and external audiences. The office serves as a liaison between news media reporters and Sim U representatives. The professional staff is prepared to assist and advise all members of the university community. We encourage faculty and staff members to contact us with story ideas, to keep us informed of current research and to seek our assistance in responding to media inquiries.

General advice by the OMPR:

Be accurate. Make sure that you have all the facts before you post. It's better to verify information with a source first than to have to post a correction or retraction later. Cite and link to your sources whenever possible; after all, that's how you build community. If you make an error, correct it quickly and visibly. This will earn you respect in the online community.

Thoroughly and consistently monitor the site:

- Do not host or share confidential or proprietary university information.
- Provide only information that can be verified. Do not present false or misleading information. Include links and references to other websites where appropriate.

Be respectful. You are more likely to achieve your goals or sway others to your beliefs if you are constructive and respectful while discussing a bad experience or disagreeing with a concept or person. Think before you post. There's no such thing as a "private" social media site. Search engines can turn up posts years after the publication date. Comments can be forwarded or copied. Archival systems save information even if you delete a post. Always remember to follow good practices:

- Contact your supervisor when discussions involve sensitive subjects.
- Obtain appropriate written permission before publishing, transmitting, or storing copyrighted or intellectual property content on a University Affiliated Site.
- Quickly recall a post or respond quickly when asked for correction when you make a mistake.
- Apply common sense and exercise good judgment, discretion, and thoughtfulness when posting content on social media channels. Strive for high quality in content.
- Be respectful of comments received. Listen and read them carefully before posting your responses.
- Use social media channels responsibly; you are representing SIM U
- Moderate your site to make sure nothing is posted by others that violates confidentiality, policies, or laws.
- Be aware that information conveyed on an Affiliated University Site are statements of the University, and be cognizant of how that information will be perceived by all readers.

All posted content is subject to review. Be aware that:

- Everything online has the potential to become public.
- Use of Social Media Sites that are not Affiliate University Sites is personal use, and is governed by University policies regarding use of state equipment, time, and resources.
- Privacy policies change often. It is your responsibility to be informed about and regularly review the privacy policies of the social media you are using.

Debrief

- How easy or difficult was it for you to make your decision?
- How do you think you would have changed your decision if they monetary circumstances were different?
- How easy or difficult is it to choose between what is right and what would be best for the school?
- How can this be applied to real life?