

# The Seattle School

OF THEOLOGY & PSYCHOLOGY

## Student Handbook

*2021-2022*

[theseattleschool.edu](http://theseattleschool.edu)



## TABLE OF CONTENTS

Our Mission	6
Student Life & Rhythms	6
Student Life	6
Office of Students & Alumni	6
Pastoral Presence	7
Student Leadership	7
The Quad	7
Nourish Market	8
Community Rhythms	8
Formational Rhythms	10
Student Lifecycle Gatherings	10
Support for Underrepresented Students – Thrive Programs	11
Underrepresented Student Groups	12
Alumni Connections	12
Student Affinity Groups	12
Student Services	13
Benevolence Fund	13
Bulletin Boards	13
Campus Mail	13
Child Policy	13
Childcare Co-Op Requests	13
Noise Policy	14
Pet Policy	14
Restroom Policy	15
Elliott’s Wall	15
Newsletter Announcements	15
Parking and Transportation	16
Reserving Classroom Space	16
Student Development Committee	17
Student Health Insurance	17
Student Identification Cards	17

Student Lounge (The Commons)	17
Art Galleries	18
Chapel	19
Washington State Driver's Registration	20
Building Safety & Security	20
Campus Security/Crime Awareness	21
The Clery Act – Campus Security and Crime Statistics	21
Fire	21
Hazardous Materials	21
Health	21
Persons Exhibiting Threatening Behavior	22
Student Entrances and Exits	22
Trespass Policy	22
Weapons & Violence Policy	23
Weather Closures	24
Academic Services	25
Academic Integrity	25
Assistant Instructors	26
Class Attendance for Spouses	26
Class Attendance for Non-Registered Students	26
Confidentiality	26
Disabilities	27
Examinations	28
Library Services	28
Papers and Other Assignments	30
Papers Due During the Term	31
Recording Classes/Lectures	31
Return of Course Papers	31
Student Name Documentation & Change	31
Student Records	32
Syllabi	32
Textbooks	32



Transcripts	32
Writing Workshop	32
Institutional Policies	33
Statement of Student Rights & Responsibilities	33
Unauthorized Distribution of Copyrighted Material on The Seattle School Network	33
Ethical Code of Conduct / Student Conduct Committee	34
Student Conduct Committee	35
Student Complaint Policy	35
Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Policy	37
Military Mobilization	40
Search Policy	40
Smoking	40
Solicitation and Sales	40
Substance Abuse Policy and Prevention Program	41
Academic Calendar	44
For Questions Regarding:	46
Addressing Accreditation Concerns	48

**The Seattle School of Theology & Psychology**  
2501 Elliott Avenue  
Seattle, Washington 98121  
206.876.6100--888.977.2002    [theseattlschool.edu](http://theseattlschool.edu)

The Seattle School of Theology & Psychology (The Seattle School) meets the requirements and minimum educational standards established for degree-granting institutions under the Washington State Degree-Granting Institutions Act. Any person desiring information about the requirements of the act or the applicability of those requirements to the institution may contact the Washington State Achievement Council at P.O. Box 43430, Olympia, WA 98504-3430.

The Seattle School participates in the State Authorization Reciprocity Agreement (NC-SARA). This multi-state consortium oversees distance education, including preceptorships and practicums in which students may engage outside of Washington. The Seattle School seeks approval, authorization, or exemption to operate in other states as needed. Additional information regarding NC-SARA is available at the *National Council for State Authorization Reciprocity Agreements* website, as well as the NC-SARA website of the *Washington Student Achievement Council*.

The Seattle School is accredited by the Commission on Accrediting of the Association of Theological Schools (ATS) in the United States and Canada, and the following degree programs are approved: Master of Divinity, Master of Arts in Counseling Psychology, and Master of Arts in Theology & Culture. The Commission's contact information is The Commission on Accrediting of the Association of Theological Schools in the United States & Canada - 10 Summit Park Drive, Pittsburgh, PA 15275. Telephone: 412-788-6505; Fax: 412-788-6510; [www.ats.edu](http://www.ats.edu).

The Seattle School is accredited by the Northwest Commission on Colleges and Universities. Accreditation of an institution of higher education by the Northwest Commission on Colleges and Universities indicates that it meets or exceeds criteria for the assessment of institutional quality evaluated through a peer review process. An accredited college or university is one which has available the necessary resources to achieve its stated purposes through appropriate educational programs, is substantially doing so, and gives reasonable evidence that it will continue to do so in the foreseeable future. Institutional integrity is also addressed through accreditation. Accreditation by the Northwest Commission on Colleges and Universities is not partial but applies to the institution as a whole. As such, it is not a guarantee of every course or program offered, or the competence of individual graduates. Rather, it provides reasonable assurance about the quality of opportunities available to students who attend the institution. Inquiries regarding an institution's accredited status by the Northwest Commission on Colleges and Universities should be directed to the administrative staff of the institution. Individuals may also contact:

Northwest Commission on Colleges and Universities 8060 165th Avenue N.E., Suite 100  
Redmond, WA 98052 (425) 558-4224 [www.nwccu.org](http://www.nwccu.org)

The Department of Education has certified that The Seattle School is eligible for Title IV student financial aid assistance under the Higher Education Act of 1965, as amended (HEA).

While every effort has been made to ensure the accuracy of the information in this handbook, The Seattle School has the right to make changes at any time without prior notice. The Dean of Students & Alumni, in conjunction with other appropriate staff and faculty, is responsible for the annual updating and revision of

the handbook. The Board of Trustees has final authority for approval of the handbook and approves changes annually.

The handbook is for purposes of information and does not constitute the irrevocable terms of a contract between The Seattle School and current or prospective students. There are established procedures for making changes and procedures that protect the school's integrity and the individual student's interest and welfare. A curriculum or graduation requirement, when altered, is not made retroactive unless the alteration is to the student's advantage and can be accommodated within the span of years normally required for graduation. If a student drops out of The Seattle School or becomes inactive and later returns, they fall under the jurisdiction of the policies and procedures of the handbook in effect at the time of return.

It is the school's expectation that students will follow school policies and procedures as presented in the [Academic Catalog](#) and [Student Handbook](#). The student assumes personal responsibility for fulfilling their course of study and completing the graduation requirements of The Seattle School. A student's ignorance of a policy, which appears in published student documents, particularly the catalog or student handbook, is not a valid reason for granting an exception to any policy. The [Academic Catalog](#) and [Student Handbook](#) are available to view and/or print from [The Seattle School website](#).

## Our Mission

The mission of The Seattle School of Theology & Psychology is to train people to be competent in the study of text, soul and culture in order to serve God and neighbor through transforming relationships.

## Student Life & Rhythms

### Student Life

Student life is crucial in the leadership and direction of The Seattle School. Student life is led and facilitated by students, under the guidance of the Vice President of Student & Alumni Development and the Office of Students & Alumni. We believe that the best way for students to learn the art of leadership is not merely through the obtaining and executing of good information and technique but through embodiment – entering into the wild drama and dance of pursuing life with one another on behalf of others. Students bring to the school a richness of ability and desire. Embracing the fullness of who they are, students are invited to participate and create on behalf of The Seattle School community. Student life at The Seattle School is a living college reflecting the vision, interests, passions, and personalities of the students here. Student Life is led by students and spouses in one of four realms within student leadership: Student Council, Sacred Space, Mosaic, and Anamchara.

### Office of Students & Alumni

Student life represents a significant but relatively brief beginning of relationship with The Seattle School. The longer-term relationship will exist beyond the horizon of graduation as alumni. The Office of Students & Alumni (OSA) views students through the lens of being future practitioners in their respective fields and offers resources and support towards that end. The Office of Students & Alumni exists to cultivate the vocational sustainability of our alumni (in their particular contexts) through the design, oversight, and implementation of multiple and varied rhythms and services, co-curricular programming, spiritual formation, and pastoral care for students, alumni, and their families across the student-alumni lifecycle.

The OSA, including the Nourish Market, is comprised of the following roles and is available to provide support and resources for students and student-led initiatives. The OSA Office is located on the 3rd Floor on campus. The OSA staff consists of:

- **Paul D. Steinke** – Dean & Vice President of Student & Alumni Development ([psteinke@theseattleschool.edu](mailto:psteinke@theseattleschool.edu))
- **Becca Shirley** – Manager of Student Life Programs ([rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu))
- **Daniel Tidwell-Davis** – Manager of Accessibility & Vocational Programs ([dtidwell@theseattleschool.edu](mailto:dtidwell@theseattleschool.edu))
- **Sydney Trask** – OSA Assistant ([strask@theseattleschool.edu](mailto:strask@theseattleschool.edu))
- **The Quad**
  - **Katey Hyde** – Anamchara Facilitator ([anamchara@theseattleschool.edu](mailto:anamchara@theseattleschool.edu))
  - **Lori Bailey** – Sacred Space Facilitator ([sacredspace@theseattleschool.edu](mailto:sacredspace@theseattleschool.edu))
  - **Jenna Elliott** – Student Council Facilitator ([studentcouncil@theseattleschool.edu](mailto:studentcouncil@theseattleschool.edu))
  - **Bee Cook** – Mosaic Facilitator ([mosaic@theseattleschool.edu](mailto:mosaic@theseattleschool.edu))

## **Pastoral Presence**

The staff of the OSA are available to meet with students and their spouses individually as a pastoral presence. Please feel free to email them directly to schedule a time or just stop by the OSA Office on the 3rd floor.

## **Student Leadership**

*“Inviting students and spouses to shape and embody the vision and mission of The Seattle School for the sake of blessing our community, the neighborhood of Belltown, and the larger community of Seattle.”*

### ***What will we create to bless — together?***

In the fall of 2002, in order to more fully embody its mission, The Seattle School’s leadership made a commitment to incorporate students into the leadership fabric of the institution in order to ensure that the larger institution was always connected to the face and voice of its students. Toward that end, community life is led and facilitated by students in collaboration with the Manager of Student Life Programs and Vice President of Students & Alumni. Student Leadership is a vibrant body of students that play a crucial role in leading our institution by inviting students, spouses/partners, and families to embody and shape the mission and ethos of The Seattle School for the sake of blessing our community, the neighborhood of Belltown, and the larger community of Seattle.

## **The Quad**

*“Journeying together toward fulfilling the mission of The Seattle School Student Leadership.”*

The Quad consists of three students and one spouse/partner of a student who collectively serve The Seattle School community in the unique position of being both staff and student as they facilitate the four realms of student leadership: Anamchara, Sacred Space, Student Council, and Mosaic. Contact the Quad at [quad@theseattleschool.edu](mailto:quad@theseattleschool.edu).

Quad members are chosen based on their desire, skill, and ability to facilitate one of the four student leadership teams. Each potential quad member goes through a selection process involving a written application and interviews with the Manager of Student Life Programs and Vice President of Student & Alumni Development and the current members of the Quad.

In the fall of every year, student leadership holds informational meetings for students who may be interested in volunteering for service to The Seattle School Community as part of student leadership. Applications are made available to those who are interested in applying. Once an application is turned in, the student is invited to interview with a member of the Quad. The teams are chosen by the Quad based on the interviews and the application. If you are interested in joining a conversation and exploring student leadership, contact the Manager of Student Life Programs (Becca Shirley, [rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu)).

The four teams are:

- **Anamchara**, Gaelic for “soul friend,” exists to co-create a robust sense of community at The Seattle School. Anamchara strives to offer hospitality, service, connection, and a sense of home to the community through stewarding the Commons, facilitating neighborhood dinners, and curating other on campus and online events that invite us to play together. Contact the Anamchara facilitator at [anamchara@theseattleschool.edu](mailto:anamchara@theseattleschool.edu).
- **Sacred Space** exists to create and enter space to rest, wrestle, and play in relationship with God, each other, and ourselves. With an awareness of both our community’s rhythms and the liturgical year, Sacred Space curates vespers services, communal artistic events, the Chapel, and community art galleries. Contact the Sacred Space facilitator at [sacredspace@theseattleschool.edu](mailto:sacredspace@theseattleschool.edu).
- **Student Council** exists to create space for students to participate in embodying and shaping the culture and community of The Seattle School, particularly as it relates to fostering relationships between the student body and the faculty and staff; ensuring academic excellence; and intercultural credibility. Contact the Student Council facilitator at [studentcouncil@theseattleschool.edu](mailto:studentcouncil@theseattleschool.edu).
- **Mosaic** exists to create a sense of community among spouses and partners of students at The Seattle School. Mosaic plans regular and seasonal opportunities for partners/spouses and families to connect with other partners/spouses and families. Contact the Mosaic facilitator at [mosaic@theseattleschool.edu](mailto:mosaic@theseattleschool.edu).

## Nourish Market

The Nourish Market is The Seattle School’s bookstore and so much more! Whenever you are on campus, we want to help you to care for your body, mind, and soul. Stop by simply to chat or to explore our healthy food selections, including vegan and gluten-free options.

Looking for a used textbook? Want to sport some Seattle School swag? We have those. Come check out our selection of Seattle School hoodies, t-shirts, diner mugs, vinyl stickers and Miir tumblers. We also have one-of-a-kind gifts made by Seattle School alumni and students. All of this is part of our ongoing efforts to serve the students, staff, and faculty of The Seattle School in a way that is unique to and reflective of our community. As always, we would love to hear your input and suggestions.

**\*\* [Check the Responding to COVID-19](#) page and the Campus Info page on the school’s website for the up-to-date information on the Nourish Market hours.**

## Community Rhythms

**\*\*NOTE: Exceptions for the 2021-2022 academic year due to COVID-19:**

Modifications to our Community Rhythms may be made throughout the year based on the CDC and State of Washington Guidelines regarding social distancing and safety. [Check the Responding to COVID-19](#) page on the school’s website for the up-to-date information.

There are events that shape our time together, becoming community rhythms. These community rhythms mark the beginning, middle, and end of each year, and seek to create seasons where The Seattle School community can participate in and celebrate each other’s lives and the life of our communion with God.

## ***Beginning***

- **Orientation, (Re)Orientation and Frameworks & Intersections**

During the first week of class, The Seattle School invites new and returning students to orient themselves to what the upcoming year will entail. For new students, this is an event intended to introduce the academic, social, and spiritual life of The Seattle School community. Returning students join for part of this event, called (Re)Orientation, to engage in discussion about their place and progress within each degree program, portfolio development, and to envision the upcoming year of academic learning. All incoming students are also enrolled in an asynchronous online course called Frameworks & Intersections, which provides vital information and practice with tools and resources that all students need when beginning your journey as a Seattle School student.

- **Community Weekend and Convocation**

The Seattle School Community Weekend is an important time for The Seattle School as we set aside time before God and with each other to transition into a new year, rest and reconnect with old friends, and welcome a new class into our community. *Community Weekend*, planned and facilitated by student leadership, begins with a contemplative Vespers service and then gathers us in our neighborhoods for dinner together. During Convocation at St. Mark's Cathedral in October, we officially invite the incoming class into our community and enter the new academic year together by joining in a liturgy of dedication and the celebration of Holy Communion. Afterwards, we share food and fellowship as a new community with a community picnic at Volunteer Park.

## ***Middle***

- **Christmas Party**

The Christmas Party marks the end of the first trimester and is a time we gather as a community to celebrate Immanuel, "God with us." It is a time to take a break from the intensity and routine of graduate school to eat good food, to dance, and to play.

- **The Artist Residency**

For several days each year, several artists from The Seattle School have 24-hour access to the 3rd floor of the building to create, explore, dialog, and collaborate with one another in their artistic endeavors. The rhythm of each day is up to the artists to structure for themselves. Every evening, artists come together around the table for dinner and fellowship with one another and the evening's host, providing a rich time for conversation and rest during the creative process. Following the residency, artists display their work in the 2nd floor gallery and have the opportunity to share their process with the community through a gallery show later in the year.

- **(S)ending: Upcoming Graduates (S)ending Retreat**

Early in the spring trimester, The Seattle School hosts a retreat for all upcoming graduates that begins the process of orienting them to life post-graduate school. During this time, graduates have the opportunity to interact with each other, those specifically in their degree program and the faculty therein, and participate in a variety of practical workshops as they anticipate the coming endings and new beginnings, including ever present and pressing job-search.

## ***Ending***

- **Spring Banquet**

The Spring Banquet is a community-wide celebration of the story of the past year. We gather for a meal, celebrate the yearly La Danse Award recipients, dance, and enjoy being together one last time as a community as we mark the end of the year.

- **(S)Ending: Upcoming Graduates' Breakfast and Open House**

The Graduates' Breakfast is a celebration meal marking the final formal opportunity to gather with other upcoming graduates, faculty, and staff in a time of sharing food, memories, and words of gratitude and hope as we bring closure to our time together at The Seattle School. The Open House is designed for friends and family of graduates to tour the school and meet some of the staff and faculty that have helped graduates along their journeys at The Seattle School.

- **Commencement**

Commencement is the concluding bookend to Convocation. It is here that we send another Seattle School class out to embody their mandate of blessing to the world.

These community rhythms seek to create a context for this beauty and provide each of us with entry points within which we can participate in and celebrate each other's lives and the life of our communion with God.

## **Formational Rhythms**

### **\*\*NOTE: Exceptions for the 2021-2022 academic year due to COVID-19:**

Modifications to our Formation Rhythms may be made throughout the year based on the CDC and State of Washington Guidelines regarding social distancing and safety. [Check the Responding to COVID-19](#) page on the school's website for the up-to-date information.

Rhythms are helpful for creating space to find connection during times of change. Formational rhythms create spaces for people to be reminded of who we were, who we are and who we are becoming.

- nine.noon.three  
Every three hours our prayer bells chime three times throughout the building, creating a daily rhythm for our community. This sacred disruption serves as a reminder that we are connected to a wider community and that God is present here, now, and with us all.
- Weekly Eucharist  
The Seattle School community is invited to participate in a weekly communion service, which takes place in the chapel during fall and spring semesters. Communion at The Seattle School is focused on practicing, pausing, remembering, and worshipping Christ. Communion is led by Masters of Divinity (MDIV) students in the Life Together course.
- Life in Community  
Community is essential particularly in the midst of formation at The Seattle School. Community bears witness to our journey, supports us in difficulty and celebrates with us in accomplishments big and small. Whether your primary community is within The Seattle School or out, we encourage all students to find people with whom we can share this journey.

## **Student Lifecycle Gatherings**

Student Lifecycle Gatherings exist to provide a context for ongoing vocational discernment and development. Part of what we mean about becoming "competent in the study of text, soul, and culture" is that credibility as a practitioner depends on ongoing growth and development over time. To facilitate this work, the Office of Students & Alumni gathers data about our Student and Alumni lifecycles. We use this data to identify the kinds of resources and capacities that our Alumni need in order to thrive vocationally.



While at The Seattle School, students participate in a variety of Lifecycle Programming focused on the needs of students in their first year, middle years, and what we call (S)ending in the year of graduation. Beginning with Frameworks & Intersection Roundtables, and continuing with Lifecycle Gatherings and Workshops, students are guided through topics such as:

- vocational discernment
- reflection on ongoing academic and professional formation
- identifying resources for vocational development
- building personal resilience
- understanding and navigating diverse contexts as a practitioner
- sharing resources and support with others practitioners
- preparing for licensure and job searching

Alongside academic and interpersonal formation, Lifecycle Groups help practitioners steward their own vocation and develop rhythms and practices that foster spiritual, relational, and professional flourishing.

### **Support for Underrepresented Students – Thrive Programs**

The Seattle School recognizes the challenge of this formational journey for all students. Students from underrepresented groups tend to experience an added challenge of undergoing formation in the midst of peers and professors who do not share the same experiences as them. Students from underrepresented groups have a higher likelihood of being in a context where their experiences, identities, and values are not directly acknowledged or addressed in the classroom or in other areas of student life. In order to create a context that is equitable and leads to sustainable vocational practice, a structure of support for students from underrepresented groups was created at The Seattle School.

Support structures are designed to address two realms. The first realm is in student life taking into account student life in community and experiences in the classroom. Additional structures are designed to equip students for life after The Seattle School, providing them with skills and practices that contribute to sustainable vocational practice in their respective fields.

### **Underrepresented Students**

Underrepresentation at The Seattle School is not based solely on demographic statistics but also takes into consideration the values, experiences, and narratives of cultural groups represented in curricular and co-curricular content. These include:

- Race/Ethnicity
- Sexual orientation/Gender identity
- Age (50+)
- Theological/Political Perspective
- Ability

### **Thrive Gathering**

Thrive Gatherings are designed to be constructive environments of connection, conversation and skill development for students from underrepresented groups. Students gather at least once per term to engage categories that impact the sustainability of underrepresented people in relational vocations. Faculty, staff, alumni, and other practitioners are often invited to share their experience and connect with students.

## **Underrepresented Student Groups**

Underrepresented student groups are designed to bring together students based on a shared cultural identity. Groups can be formed based on the race/ethnic identity, sexual orientation/gender identity, age, theological/political perspective, or disability status. Students from underrepresented groups are encouraged to gather together with others who share similar experiences and values. These groups are designed to help support the development of cultural identity of students as they work to develop a capacity for critical self-reflection within a diverse social context.

## **Alumni Connections**

The Office of Students & Alumni can connect students with Alumni practitioners who serve as a resource for students from underrepresented groups at The Seattle School. These Alumni offer context and connection between the formational experiences of graduate education and practice. Contact the Manager of Accessibility & Vocational Programs Daniel Tidwell-Davis ([dtidwell@theseattleschool.edu](mailto:dtidwell@theseattleschool.edu)) for more information.

## **Student Affinity Groups**

Student groups can offer a gathering place for people with shared interests. Student groups offer important opportunities to connect with others in a peer-facilitated community. Examples of current affinity groups include Eagle and Child (theology students) and Lit (for students engaged in the Arts).

## **Forming a Student Group**

If you have an interest in which you would like to invite other The Seattle School students/spouses to participate in an organized way or if a group of you have already organized yourself around an interest and would like to invite the larger student/spouse body to participate, send the following information in an announcement to Becca Shirley [rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu):

- State your group's name and/or interest
- Mission statement (if applicable)
- Contact information for interested student / spouses

This information is posted in the Community Newsletter and made available through the Office of Students & Alumni.

## **Student Group Resources**

Student groups that have organized by following the steps above will have access to several community resources, including:

- Participation in the Student Activities Fair
- Publication of your group in the *Student Handbook*
- Possible financial assistance

Contact Becca Shirley [rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu) for more information.

## Student Services

### Benevolence Fund

A Benevolence Fund is available to provide short-term assistance to active students for the basic immediate necessities such as food, clothing, housing, utilities, transportation, and medical assistance including psychological counseling in a crisis situation. (This does not include counseling to meet your Seattle School requirement.) Applicants who apply for financial assistance are awarded assistance based on availability of funds. Applicants must be an active student and their need must meet the purpose of the Benevolence Fund.

### Bulletin Boards

There are several bulletin boards in the building - five in the east stairwell and two in the west stairwell. Each board is numbered, and marked as to posting "authority." There are two boards available for general postings by anyone in The Seattle School Community. To post on specific boards you must contact the person/department named on that board. All postings have a 30-day posting limit. For additional questions or comments, please contact the Front Desk at [info@theseattleschool.edu](mailto:info@theseattleschool.edu).

### Campus Mail

All official administrative correspondence and graded coursework will be available through the Community Newsletter, email, posted on MyCampus, or returned in class.

### Child Policy

Over the past several years, the number of The Seattle School students with children has increased dramatically. Given the specific realities of being a student with children while also utilizing transit options, The Seattle School seeks to assist students in navigating these realities as they seek to successfully complete a degree at The Seattle School. Thus, the following policy helps give clarity to how The Seattle School seeks to be a hospitable place for parents/caregivers and their children.

Children are welcomed on the campus of The Seattle School provided that:

- Children under the age of 18 are not allowed to attend classes with their parents due to mature content discussed in the classroom. The only exception will be nursing mothers or babies of equivalent age who are bottle fed, *provided children are not disruptive to faculty or students*. Due to limited classroom space for some classes, children over 18 must have the permission of the professor to attend class.
- Children under the age of 12 must be supervised at all times by the parent or guardian.
- Children aged 12 to 17 may be unsupervised on the same floor as the parent while the parent is in class, *provided children are not disruptive to faculty, staff, or students*.
- The commons/library are not available for extended, recurring childcare.
- Staff and faculty are not responsible for the supervision, discipline or safety of your children. However, staff and faculty have the freedom to intervene if they feel the child is not complying with the child policy or noise policy.

### Childcare Co-Op Requests

In past years, groups of The Seattle School students have formed a co-op in which they care for their children. The Seattle School wants to both encourage this type of student initiative on behalf of the

community and assist these parents in finding space for their endeavor. If space is available, The Seattle School will allow the Co-op (and only the Co-op) to use its space for childcare given the following conditions:

- Use of space must be requested at least 24 hours prior to need; contact the Institutional Support Supervisor, [frontdesk@theseattleschool.edu](mailto:frontdesk@theseattleschool.edu) or 206.876.6100. Please note: given the proximity of the student lounge to the library and front desk, the student lounge is not available for the purposes of a childcare Co-op.
- Co-op members are solely responsible for the safety of their children and for controlling the noise level.
- Rooms must be left clean and returned to their original set-up. Failure to do this will result in the loss of room reservation privileges.
- The Institutional Support Supervisor has the authority to deny a room request due to academic priority, other The Seattle School priority, or prior misuse of the facilities.

***This policy will be reviewed as needed by the Institutional Support Supervisor and the Vice President of Student & Alumni Development.***

### **Noise Policy**

The Seattle School seeks to promote an enjoyable and rigorous learning environment and professional business setting. All students are asked to be sensitive when in proximity to classrooms, Listening Lab rooms, and those around them seeking to study and/or work. With regard to the 2nd floor student lounge, library, and front desk areas, given the proximity of these locations to each other, students and their guests are asked to be particularly mindful of library and front desk staff seeking to do their work and those students in the library seeking to read/write/study. Of course, there will be periods of time throughout the day (i.e. breaks from class, meal times) when noise will simply be a reality. During other times, kind awareness and good judgment will be the rule. There is an expectation that any and all interactions around noise level will be both respectful and accommodating.

### **Pet Policy**

The Seattle School recognizes the important role of pets in the lives of some employees and students. Given limited space, our desire to respect the varied preferences of others, and issues of health and safety, pets are not allowed on The Seattle School property or other indoor locations procured for events and classes, including but not limited to areas that are open to the public and commonly used, such as the library, foyers, bathrooms, lounges, meeting and conference rooms, offices, and classrooms.

For the purposes of this policy, the following definitions apply:

- *Pet Owner*: Anyone working or studying at The Seattle School, including faculty, staff, administrators, students, temporary employees, spouses, or others who bring a pet to campus.
- *Pet*: A domestic animal that is owned by, resides with, and is cared for by an employee or student.

The Seattle School will ensure that all applicable legal requirements are met. These include, but are not necessarily limited to:

- Washington Industrial Safety and Health Act (WISHA), Responsibility: The Seattle School has a general duty to create a safe and healthful working environment for employees.

- Americans with Disabilities Act (ADA), Responsibility: The Seattle School must provide reasonable accommodations for employees and students with documented disabilities as defined by law.

Questions about this policy should be directed to the Campus Services Manager at x148.

## Restroom Policy

The Seattle School strives to create and sustain a campus environment that supports and values all members of our community. One aspect of creating a supportive environment is providing safe, accessible, and convenient restroom facilities. Faculty, staff, students, their families, and their guests may use gender-segregated restrooms corresponding to the gender with which they identify on the 2nd or 4th floors. The 3rd floor restroom is a designated all-gender facility. Private stalls are available in the restrooms on the 4<sup>th</sup> floor.

## Elliott's Wall

Elliott's Wall is a place to post anything you think The Seattle School community would be interested in. These posts are split into the following categories: jobs, internship, supervision (LMHCA), housing, office space, events, and items for sale (or for free). All students, staff, faculty, and alumni with "theseattleschool.edu" email addresses can join this group and post any notices. You can sign up for email notifications ("send daily summaries" is suggested) when you join the group. Your selections can be edited in *My Settings* by selecting *Membership and Email Settings*. These submissions are not officially sponsored or endorsed by The Seattle School.

## Newsletter Announcements

If you would like to place an announcement in the weekly community newsletter, simply use the online submission form at [marketing.theseattleschool.edu](https://marketing.theseattleschool.edu) to send all the relevant details, including time, location, and contact information. **Submissions are due no later than Wednesday at 1pm.** Please note that while most announcements will be published, the Marketing & Communications department in collaboration with the Office of Students & Alumni, will edit and schedule announcements at their discretion. The following submission requirements apply:

- If you are promoting a school-sponsored event, please also submit the event information to [marketing@theseattleschool.edu](mailto:marketing@theseattleschool.edu) for entry on the website calendar. Events listed in the newsletter should be linked to the website calendar page.
- Events or programs that are not school-sponsored are welcome, provided that there is a clear connection to The Seattle School community. Please explain the school affiliation in the submission and offer a way for The Seattle School community to connect around the event.
- If you would like to promote your skills or business and it falls outside these guidelines, you are welcome to utilize the Elliott's Wall Google Group, Alumni Association Facebook group, or individual cohort Facebook groups to share information with the community. The Community Newsletter is not meant to be used as a space to advertise to students.

Questions or help creating the announcement? Contact [marketing@theseattleschool.edu](mailto:marketing@theseattleschool.edu).

## **Parking and Transportation**

### ***Transit***

Comprehensive transit information can be found at the King County Metro website:

<http://transit.metrokc.gov/>. **Note:** For those with disabilities preventing you from using Seattle transit, please contact Paul Steinke at [psteinke@theseattleschool.edu](mailto:psteinke@theseattleschool.edu) to work out possible alternatives.

### ***Carpooling***

If you decide to park your car downtown, we recommend you find somebody with your class schedule in your neighborhood to carpool with and share the price of parking. Think creatively with friends to reduce costs and gas emissions! Anamchara may be able to help facilitate this process with neighborhood community groups.

### ***Feeding the Meter***

Limited metered parking is available on the street. Most street parking requires payment through the Pay Stations located on most streets throughout downtown Seattle. Parking is generally free after 8:00 p.m., Sundays, and on federal holidays. You can learn more about parking in Seattle at <http://www.seattle.gov/transportation/parking/>.

### ***Biking***

Parking for bicycle commuters is easy, safe and free at the Bell Street Pier Parking Garage (on Wall Street directly across from The Seattle School). The garage is open Monday – Friday 6:30 a.m. – 11:00 p.m., and Saturday – Sunday 8:00 a.m. – 11:00 p.m. If you are biking with a longer commute, Sound Transit buses are equipped with easy-to-use front bike racks. You can learn more about Seattle bicycling resources at <http://www.seattle.gov/html/citizen/bicycle.htm>.

### ***Area Parking Garages***

The Belltown neighborhood has many parking garages that accept credit card payments and U-Park surface lots that are cash-only. The hourly and monthly parking rates vary at each location, and often range from \$4 per hour to \$17 for 10 hours. Some of these garages feature early bird specials and/or afternoon specials. You can find these locations and current fee schedules on the operators' websites. Some of the primary companies include:

- Diamond Parking: <http://www.diamondparking.com/monthlyParking/locationSearch.aspx?classic=mode>
- Republic Parking Northwest: <http://www.rpnw.com/seattle/locations/default.asp>

### **Reserving Classroom Space**

Due to limited availability, we do not schedule classrooms for reading groups or triads. Small groups of students can reserve the Elliott and Wall meeting rooms (5-6 people capacity) and the Listening Lab rooms through the Front Desk/Institutional Support at [frontdesk@theseattleschool.edu](mailto:frontdesk@theseattleschool.edu). If you are having trouble finding a time, you might need to try for a different day or meet off site somewhere.

If you choose to meet in an empty classroom, know that the calendar changes frequently and you may be interrupted and asked to leave, since the classroom may be reserved for an academic or staff function.

## **Student Development Committee**

The Student Development Committee (SDC) consists of administrative and instructional staff that exists to create interdepartmental awareness of students who are struggling at The Seattle School. It meets quarterly and seeks, as necessary, to provide collaborative pastoral care for students. The SDC operates with appropriate confidentiality; information shared there does not impact or become a part of students' formal or informal academic record. Questions: contact Becca Shirley at [rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu).

Current Committee Members (2021-2022):

- Manager of Accessibility & Vocational Programs - Daniel Tidwell-Davis
- Manager of Student Life Programs - Becca Shirley
- Dean of Students & Alumni – Paul Steinke
- Director of Listening Lab – Dr. Doug Shirley
- Associate Dean of Academic Administration – Kristen Houston
- Associate Registrar - Kelsey Wallace
- Affiliate Faculty/Assistant Instructor Supervisor - Dr. Kj Swanson

## **Student Health Insurance**

The Seattle School encourages all students to have adequate medical coverage for their own safety and the safety of their families. We realize that deciding on health care providers and researching health insurance plans can be stressful and intimidating. The [Washington Health Plan Finder](#) is a great resource to help you find, compare, and select a quality health insurance plan that works for you, your family and your budget. A resource document is available in the Academics Office that includes a list of local clinics and health care providers.

## **Student Identification Cards**

Student ID cards are necessary to enter the building and to access the classroom floors within the building; therefore, you need to have your ID whenever you are on site. Students will need to check out a visitor's badge at the front desk if they do not have their ID with them. The badge must be turned in when leaving the building. If you lose your ID, you will be required to get a new one (replacement IDs cost \$15). Pictures for student identification (ID) cards are collected during new student orientation. Students not attending orientation should make alternate arrangements with the Front Desk staff within the first two weeks of class. Student ID cards may be used to obtain student discounts for some events happening in the Seattle area, such as the Seattle Symphony and the Seattle Art Museum.

Identification badges for student spouses can be obtained by application through the Front Desk. By applying for a spouse identification badge, the student assumes full responsibility for the presence of their spouse in the building. The badge will provide basic access around The Seattle School.

## **Student Lounge (The Commons)**

The student lounge provides space for all students, faculty, and staff to relax and enjoy fellowship. Complimentary coffee and tea is available; instructions on how to make a fresh pot are posted on the coffee maker. Clean up of the student lounge is the *user's responsibility* (this includes throwing away your trash

and washing any dishes you use). The refrigerator may be used to store lunches/dinners, however each Friday the refrigerator will be cleaned out and all perishables will be donated or thrown away. The complete refrigerator policy is posted on the refrigerator.

## **Art Galleries**

### Purpose

We believe art is essential to our academic and human formation both as individuals and as a community seeking to love God and neighbor. As a result, The Seattle School has reserved a portion of its public academic space to display and honor art—created by students, staff, faculty, alumni artists, and artists from the Greater Seattle area—and celebrate artists and the community who participates. These gallery spaces are curated by students (Sacred Space) in conversation with faculty and seek to represent an experience of our life together through a variety of mediums for a public audience. Once a year the galleries are closed to the public to facilitate the particular needs of the Artist Residency. The galleries contribute to the aesthetic beauty and educational vitality of our campus by providing a space to explore wonder, make meaning, and contribute to critical conversations.

### Locations

#### External Community Gallery

- 2<sup>nd</sup> Floor across from The Commons and Bookstore
- For Community Artists and Alumni Artists

#### Internal Community Gallery

- 3<sup>rd</sup> Floor across from the faculty offices, behind the Large Classroom
- For Student, Faculty, Staff, and Alumni Artists

### Roles and Responsibilities

Sacred Space is responsible, in conversation with Becca Shirley, Manager of Student Life Programs, Paul Steinke, Vice President of Student & Alumni Development, and Dr. Chelle Stearns, Associate Professor of Theology, to curate the galleries, both the External 2nd Floor Art Gallery (Community Artists and Alumni) and Internal 3rd Floor Art Gallery (Students, Staff, Faculty, and Alumni).

### Rotation for the Galleries

#### ***September 1 through November 30 - Liturgical Season(s): Ordinary Time***

- The Seattle School Rhythms: Orientation, Community Weekend, Symposia, Thanksgiving
- Conferences and Events:
  - Advanced and Lay Counseling Certificate Programs through The Allender Center
  - Pastors Breakfast
  - Board of Trustees Meeting

In this season, there is the arrival of new students after their pilgrimage to The Seattle School. Additionally, returning students begin their intensive academic work, internships, and integrative projects while new students begin the deconstructive process. The work is hard and intense, but the galleries can draw the community into awareness of their location in space and time during this season of growing pains.

#### ***December 1 to February 28 - Liturgical Season(s): Advent, Christmas, and Epiphany***



- The Seattle School Rhythms: Christmas Party
- Conferences and Events:
  - Advanced and Lay Counseling Certificate Programs through The Allender Center
- (S)ending

In this season, students visit family and go home to a mixture of hope and despair, and an anticipation of new birth and reconciliation during a season of Christ's birth. In this time, the galleries can draw students into an awareness of dark and light, into creation and the creative process when newness is born.

### ***March 1 to April 30 - Liturgical Season(s): Lent and Easter***

- The Seattle School Rhythms: Academic Schedules are full
- Conferences and Events:
  - Advanced and Lay Counseling Certificate Programs through The Allender Center
  - Leadership in the New Parish
  - Inhabit Conference
- Board of Trustees Meeting
- (S)ending

In this season, students are very tired. Students are finishing the larger terms of the year and resting before an intensive spring term. Artwork that engages the Lenten season and Easter with an emphasis on rest, simplicity, play, and hope is important, as well as art that brings community and connection.

### ***May 1 to June 30 - Liturgical Season(s): Pentecost and Ordinary Time***

- The Seattle School Rhythms: Spring Banquet, Graduation, Interview new students and Sending Graduates

In this season, there is a sense of celebration, ceremony, and storytelling. As the school year comes to a close, the Spring Banquet tells the year's story and graduates transition out while new students interview. The galleries in this time can draw the community into the ceremony of the season, along with illuminating the connection of community and what is around in the space between us.

### **Process for Submission**

- If you know an Artist or you are interested in submitting artwork for the galleries, contact the Sacred Space Facilitator at [sacredspace@theseattleschool.edu](mailto:sacredspace@theseattleschool.edu).
- We seek to review art for the galleries twice a year in June and December.

### **Chapel**

The Seattle School desires to foster the spiritual formation of the members of its community. As an extension of this desire, the chapel is reserved for sacred celebrations and for prayer. The chapel space serves The Seattle School community and our guests and is not intended to be a replacement for one's own church or parish. Rather, it is to provide a space to rest, wrestle, and play in relationship with God, ourselves and each other within 2501 Elliott Avenue.

### **Location & Materials**

The chapel is located in the southeast corner on the 4th floor of the campus and consists of the main worship area, its contents—a communion table, Wailing Wall, font, pulpit, piano, icons, pews, prayer stations—as well as immediately adjacent areas, such as the chalk wall. There is room for approximately 20 people. There are also aspects of the chapel that are on a rotating basis depending on the liturgical season. Such aspects are at the discretion of Sacred Space to design and implement.

### Fragrances

When burning incense, fragranced candles or oils, please be sensitive to those on the 4th floor by shutting the chapel door and opening the windows while burning and then opening the door and shutting the windows after extinguished. Burning candles may only be left unattended when in the sand box.

The chapel is available at all times as space set aside for private prayer, corporate prayer, meditation, and communion. The nature and purpose of the activities that take place in this space distinguishes it from other spaces on campus.

Sacred Space is charged with the stewardship of the chapel on behalf of The Seattle School community under the supervision of the Vice President of Student & Alumni Development.

### Schedule

The chapel is open during all building hours. A weekly communion service, led by the pastor-students in the *Life Together* course, occurs in the chapel on Wednesdays during the fall and spring terms. All are welcome at the table.

### Reservations

All events and use of the chapel are reserved through Sacred Space. The Sacred Space committee will determine the appropriateness of use for each intended reservation and are only approved through confirmation from the Sacred Space facilitator ([sacredspace@theseattleschool.edu](mailto:sacredspace@theseattleschool.edu)).

### **Washington State Driver's Registration**

If the student is a full-time student, not a resident of the State of Washington and with out-of-state license plates on their vehicle, they may want to keep in the glove compartment of their vehicle copies of their student ID card and a copy of the Washington State Driver's book. If the student is married, they should do this for themselves and their partner/spouse. Students with less than full-time enrollment status should register their vehicles with the Washington State Department of Licensing within 30 days of establishing residence.

## **Building Safety & Security**

### **Building Hours**

**\*\*NOTE: Exceptions for the 2021-2022 academic year due to COVID-19** and up-to-date information on restrictions based on the CDC and State of Washington Guidelines can be found on the [Responding to COVID-19](#) page on the school's website.

Building hours are determined based on the class schedules, onsite certificate programs, and other on-

campus events. In general, building hours are posted on the [Campus Information](#) page of the website. The front door is during business hours – a student must present their Seattle School Identification card at the front desk to be allowed entrance if they are not known by the front desk staff.

### **Campus Security/Crime Awareness**

Students, staff, and faculty are encouraged to report any criminal or suspicious activity, and are made aware of the need for everyone to be responsible for their own security and the security of others. To file a report, contact the Campus Services Manager (206-876-6148). When a person files a complaint or applies for assistance, all pertinent information is obtained and is officially documented by the completion of an Accident/Injury/Crime Incident Report.

### **The Clery Act – Campus Security and Crime Statistics**

The federal government mandates that every college or institution that provides Title IV Financial Aid to its students must comply with the Clery Act; the new name for the Student Right-to-Know and Campus Security Act. The Seattle School crime statistics are compiled on a yearly basis from daily records maintained by the Campus Services Manager. Data from local law enforcement is also included when applicable in an effort to ensure that all crimes are reported. The [Seattle School Safety Report](#) is posted on the website. Printed versions of this report are available from the Institutional Support Department at the front desk.

### **Fire**

In the case of a fire:

- Pull the nearest fire alarm to alert other persons to exit the building.
- At any campus phone dial 911.
- Give specific information as to the nature of the fire and its specific location.
- The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.

Contact front desk staff to locate the nearest fire extinguisher and follow directions on the extinguisher. The three basic ways to put out a fire are (1) take away its fuel, (2) take away its air (smother it), and (3) cool it with water or fire extinguishing chemicals. Never use water on an electrical fire; rather use only fire extinguishing chemicals.

### **Hazardous Materials**

The Seattle School does not maintain an inventory of hazardous materials other than minimal amounts used for normal facility cleaning activities. The school is in compliance with state (WISHA) and national (OSHA) standards regarding the use of hazardous materials. Updated Material Safety Data Sheets (MSDS) are available in the Commons and the [Comprehensive Emergency Management Plan](#) is available on the website.

### **Health**

If a situation is obviously life threatening, such as heart attack, choking, or severe injury: at any campus phone dial 911. Give specific information as to the nature of the problem and the specific location of the injured person. The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100. If a situation is not life threatening: contact the Front Desk.

First-Aid kits are located on all floors: 2nd/Ground floor kit is at the front desk, the 3rd-floor kit is located just outside the Large Classroom and the 4th-floor kit is located in the Northwest corner in the kitchen area. A list of First-Aid Certified employees is posted on each First Aid station. If a situation is not life threatening: contact the Front Desk.

AED units - Automated External Defibrillators - The Seattle School building has two (2) registered AED units, one is mounted on the post by the front desk, just inside the main entrance and the second is mounted on the 4th floor in the Northwest corner, near the kitchen. Contact the front desk immediately (ext. 100) if an AED is required or requested.

### **Persons Exhibiting Threatening Behavior**

The Seattle School strives to have an environment free from intimidation, threats or violent acts. Such conduct includes any form of intimidating, threatening or hostile behavior, physical altercations, vandalism, arson, sabotage, use or display of weapons, carrying weapons onto school property, or any other act which The Seattle School deems inappropriate under this policy. Likewise, jokes or offensive comments about violence or weapons are not tolerated. Such conduct may result in discipline, including suspension, termination or expulsion.

If a stranger is menacing, threatening, out of control, displaying a weapon, etc.: From any campus phone dial 911. Give specific information to the police as to the nature of the situation and its specific location. The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100. Contact administrative staff immediately. Do not attempt to resolve the situation alone.

### **Student Entrances and Exits**

Students may enter/exit the building by using the main entrance during the hours the building is open. To enter the building and access stairwells and elevators during business hours, students must use their Seattle School identification card. To access the building before or after hours, student must contact the Campus Services Manager, Daniel Walkup ([dwalkup@theseattleschool.edu](mailto:dwalkup@theseattleschool.edu)) – and only in case of an emergency.

Should a student need to see an administrator or faculty member, they should check-in at the front desk, located in the lobby at the main entrance.

### **Trespass Policy**

Proper and reasonable safeguarding of the educational environment is paramount to The Seattle School. Therefore, the school exercises its right to limit access to its private property to those who threaten, harm, or disrupt the academic process.

The Seattle School may work with the Seattle Police Department (SPD) to criminally trespass persons who are disruptive to the educational process or community; refuse to comply with school rules or staff; or present as dangerous to The Seattle School community.

The President, or designee, establishes authority for certain staff to enforce this policy. Trespasses from The Seattle School are permanent, but may be reviewed upon request. The President, or designee, has the authority to lift trespasses through the appeals process.

### Definitions

*Trespass Warning* – official school notice of trespass to an individual for violations of community standards, policies, or direction by The Seattle School staff.

*Criminal Trespass* – the criminal offense for trespassing. For example, if a subject was previously trespassed, they would be arrested for Criminal Trespass in Seattle under 12A.08.040(A).

### Procedure

- The Seattle School maintains participation in the Seattle Police trespass program and maintains city-signage concerning conditions of entry. The school shall periodically review the City of Seattle's program to ensure its participation is current on municipal code, rules, and materials.
- Designated Seattle School staff may Trespass Warn an individual for violation of the school's community standards, rules, or disrupting the academic process.
- Typically, Trespass Warnings should be written and include: subject's name, date-of-birth, the reason for trespass, the geographic limit of the trespass, and notes; however, if a subject is non-compliant, a verbal trespass may be issued as well.
- A trespass log is maintained by the Institutional Support Department. This should include name, DOB, physical description, the reason for trespass, notes, and a picture of the subject. For privacy reasons, this log should have limited and protected access.
- If a trespassed individual returns to The Seattle School, any school staff may call the Seattle Police Department. If the matter is an emergency, staff should contact 911. If the individual needing trespass is not an immediate threat to the community, staff are encouraged to use the non-emergency line: 206-625-5011 (option 5, then 0).
- Staff should immediately contact police if a trespassed subject either attempts to, or succeeds in, entering The Seattle School, with as minimal contact with the subject as possible.

### **Weapons & Violence Policy**

The Seattle School has a zero-tolerance policy regarding firearms or weapons on campus. Specifically, students, employees, faculty and others performing services for the school (including, but not limited to, temporary employees, consultants, contractors and vendors) are prohibited from carrying, possessing or using guns or other dangerous weapons or devices for any purpose at any time on school premises. Weapons and other dangerous devices are also prohibited off school premises while on The Seattle School related business or at The Seattle School-sponsored events. People who carry a concealed-weapon permit are not allowed to carry a weapon while on school premises or while representing The Seattle School.

Anyone who has knowledge of someone violating this policy should immediately report the incident to the Campus Services Manager. The complainant should be prepared to provide any relevant information that prompted them to observe or suspect violation. The Campus Services Manager or any school administrator has the right to confiscate weapons from people in violation of this policy. Failure to adhere to the weapons

Revision Date: 8/31/2021

policy or failure to cooperate in an investigation is grounds for disciplinary action, up to and including suspension, termination or expulsion.

### **Weather Closures**

The Seattle School's main voicemail greeting and the school's website will convey the message by 6:00 a.m. if there is a late start or a closure due to weather or natural disaster.

## Academic Services

### Academic Integrity

Students at The Seattle School practice uncompromised integrity in all academic matters. Academic offences which are subject to penalty include, but are not limited to, the following:

**Plagiarism:** Plagiarism is an academic offense in which a student presents (in whole or in part) the work of another person as their own work. Academic work properly involves the examination, critical evaluation and utilization of contributions of other people. However, whenever a student uses the contributions of others in an academic setting, they must acknowledge the author of those contributions through footnotes or other acceptable referencing practices. Failure to do so constitutes plagiarism. Plagiarism can occur in written work (e.g., failure to acknowledge the use of other people's words and ideas) and non-written work (e.g., failure to acknowledge the use of other people's images or creations in a work of art, or of other people's words in an oral presentation).

**Cheating:** Cheating is an academic offense involving the failure to follow the instructions pertaining to the conditions for writing an assignment or examination, or falsifying materials subject to academic evaluation. Cheating includes, but is not limited to, copying work from another person or text, using unauthorized materials or equipment in examination, obtaining examinations or similar materials by improper means, and impersonating another student or submitting work under another student's name.

**Duplicating Assignments:** Duplicating assignments is an academic offense involving the submission of the same, or substantially the same, essay, presentation or assignment in more than one course, whether the earlier presentation was at The Seattle School or at another institution, unless prior approval has been obtained. Duplicating assignments is considered self-plagiarism.

**False Representation:** Making false representation by submitting false records or information, whether in writing or orally, by falsifying or submitting false documents (including, but not limited to, the following: transcripts, letters of reference, financial aid documents), or by failing to submit required records or information, is an academic offense.

All work submitted by a student may be reviewed, by whatever means seem appropriate, to ensure that an academic offense has not been committed. These means may include, but are not limited to, using one or more software and/or internet-based services to verify the authenticity and originality of students' work. Instructors who suspect that a student has committed an academic offense must report their suspicions to the Registrar in writing, with supporting evidence. Upon receipt of a report from an instructor of an alleged academic offense, the Registrar shall refer the matter, along with the supporting evidence provided by the instructor, to the Academic Policies Committee. The Registrar shall also invite the student alleged to have committed an academic offense to answer, in writing, the allegations being raised against them. The student will be given a minimum of 14 days to provide a written defense for the Academic Policies Committee. The Academic Policies Committee will consider the evidence provided by the instructor and the defense provided by the student (if any), and any other information that may be relevant to the case to determine whether or not an academic offense has been committed and the appropriate penalty. If the student is to be suspended from The Seattle School, the Academic Policies Committee will make a recommendation to the Associate Dean of Teaching & Learning, who will make the final decision regarding the penalty. If a student is exonerated, all written materials remain as part of the Academic Policies Committee record but are removed from the student file.

The student has the right to appeal, in writing, to the Dean of Teaching & Learning, the decision of the Academic Policies Committee. Letters of appeal must be submitted to the Dean of Teaching & Learning within 30 days of the decision of the Academic Policies Committee. Otherwise, no appeal will be entertained by the Dean of Teaching & Learning. The Dean of Teaching & Learning will consider the information that has been provided by the Academic Policies Committee and by the student, and any other information that may be relevant to the case, in deciding whether to uphold the decision of the Academic Policies Committee, to impose a different penalty, or not to impose a penalty at all. The decision of the Dean of Teaching & Learning is final.

### **Assistant Instructors**

Most large classes have Assistant Instructors (AI) assigned. The AI's role is to field student questions about assignments, participate with faculty members in creating grading rubrics, grade a majority of student papers and assignments, provide record keeping of grades and points, and assist with lectures or class discussions as needed. AIs work closely with faculty members and the Assistant Instructor Supervisor to strive for fairness and consistency in grading standards. Contact information for the class AI is posted on the course syllabus.

### **Class Attendance for Spouses**

The Seattle School invites spouses of students to join their partners in the classroom as co-learners. Spouses of matriculated students may sit in on many classes at no extra charge. However, due to content matter and pre-requisite issues, spouses may sit in the following courses only after having obtained the permission of the instructor.

**Note:** Partners of students are not allowed to attend and Listening Lab, Pre-Internship, Internship, or Field Experience classes.

- |   |   |
|---|---|
| • Any Special Topics or Advanced Seminar courses  | • CSL 514 Issues of Abuse                   |
| • BTI 511 Introduction to Biblical Languages I    | • CSL 565 Human Sexuality                   |
| • BTI 512 Introduction to Biblical Languages II   | • CSL 542 Helping Relationships I           |
| • BTI 530 Textual Synthesis I: Book of Ruth       | • CSL 543 Helping Relationships II          |
| • BTI 540 Textual Synthesis II: Book of Galatians | • CSL 544 Psychopathology                   |
| • CSL 503 Professional Ethics & Law               | • CSL 545 Assessment, Appraisal & Diagnosis |
| • CSL 509 Social & Cultural Diversities           | • RLM 505 Homiletics                        |
| • CSL 512 Substance Abuse                         | • RLM 520 Being the Word on the Street      |
| • CSL 513 Sexual Disorders                        | • TCE 503 Our Religious Impulse             |

### **Class Attendance for Non-Registered Students**

Class attendance is not allowed for any student not registered in the specific course. To be registered the student must either be taking the course for credit or for audit. This does not apply to prospective students visiting individual courses at the invitation of admissions personnel or the guest of a current student attending a single class session. Alumni or other community members may attend courses by registering as an Enrichment student. The Registrar reserves the right to limit Enrichment enrollment in any course.

### **Confidentiality**

Students are expected to guard and respect the confidential nature of all conversations, papers, and other forms of communication in which sensitive material may be shared among students, staff and faculty.



## Disabilities

### What the student must do:

In accordance with the Americans with Disabilities Act, The Seattle School will provide reasonable accommodations for qualified students in order for them to get the most from their The Seattle School experience. All requests for such assistance are reviewed on the basis of a formal diagnosis of a disability [including (ADD) attention deficit disorder & (ADHD) attention deficit/hyperactivity disorder]. Students are required to submit documentation to verify eligibility. It is the student's responsibility to notify the instructor of a course if they have an approved disability accommodation. The cost and responsibility for providing this professional evaluation shall be borne by the student. To document their need for accommodations and services, this evaluation should meet the following requirements:

A professional [e.g. licensed psychologist, psychiatrist or physician] qualified to diagnose specific disabilities should prepare the report submitted by the student. Experience in the evaluation of adults is essential. Testing must be current. In most cases, this means that the testing should have been conducted within three years of the student's initial request for disability-related services at the graduate school. The documentation should demonstrate that the student has a disability in accordance with the Americans with Disabilities Act [ADA] and Section 504 of the Rehabilitation Act of 1973. Requests that are not supported by proper documentation will not be approved. The report should be on professional letterhead, signed by the individual making the diagnosis, and include the following information:

- Length of time the diagnostician has treated the student and the last date of contact;
- Instruments, procedures and data sources utilized in the diagnostic process;
- Current symptoms that satisfy the DSM-V criteria;
- Treatment being used;
- How this disorder impacts the student in the postsecondary environment;
- Diagnostician's name, title, license number, address and phone number
- Clear and specific evidence and identification of the student's disabilities.

Individual learning or processing differences do not, by themselves, constitute a learning disability. Comprehensive assessment includes [a] educational history [b] behavioral observations [c] clearly specified and described intra-cognitive and/or cognitive-achievement discrepancies and [d] recommendations for academic accommodations based on the assessment findings. All documentation shall remain in a private confidential file. The Seattle School reserves the right to consult with diagnosticians as needed.

### What the institution must do:

Once documentation of a disability has been received and verified by the Academic Office, an individual response to support the student is determined depending on the nature of the disability and availability of resources. The individual response plan is based on dialog between the student and the Registrar at least four weeks prior to the beginning of the term. The plan will be communicated to the faculty member(s) as necessary. Common support services utilized by students at The Seattle School may include but are not limited to:

### *Academic Office:*

- Private settings with limited distractions for testing.
- Additional time allowed for individuals during test taking.

- Permission to audiotape class sessions (or record class sessions on Zoom).
- Instructors' class outlines provided on disk prior to the beginning of each class.
- Strategy for allowing for student participation in class.
- Oral exams in place of written tests.
- Alternative assignments explored.

#### *Student Leadership:*

- Tutoring assistance.
- Class notes provided.
- Assistance in locating required reading text on tape.

If there are questions regarding this policy, please contact the Registrar.

### **Examinations**

Final exams are generally held during the last week of the term during the regularly scheduled class time. Students are expected to take their examinations as scheduled. In the case of serious illness or family emergency, arrangements may be made to take the examination(s) at another time. An unexcused absence from any examination will result in a failing grade for that exam.

### **Library Services**

#### **NOTE: \*\*Exceptions for the 2021-2022 Academic Year due to COVID-19:**

Physical access to the library is dependent upon the building re-opening. Many of the library resources are available online. Details can be found on the main library web page and on the [Requesting Library Materials](#) page. Library hours correspond with building hours; they can be found on the [Contact](#) page of the school's website. The main library phone # is 206-876-6109. The general email is: [librequest@theseattleschool.edu](mailto:librequest@theseattleschool.edu). Contact information for library staff members can be found on the school's [website](#).

#### Research Databases

The Library subscribes to several online research databases, summarized briefly below. Access to these databases is available 24/7, but off-site access is restricted to The Seattle School students, faculty, and staff.

- *ATLA Religion Database with ATLASerials Plus*, from the American Theological Library Association, covers Biblical studies, world religions, church history, and religious perspectives on social issues. The database is combined with ATLA's online collection of major religion and theology journals.
- *PsycINFO*, from the American Psychological Association, contains nearly 2.3 million citations and summaries of scholarly journal articles, book chapters, books, and dissertations. *PsycARTICLES*, which is part of *PsycINFO*, provides full-text articles to 60 of these publications.
- *PEP Archive* offers the full text of 20 principal psychoanalytic journals and more than 40 classic psychoanalytic books dating as far back as 1920.
- *Academic Source Ultimate* provides full text for over 10,000 publications, including full text for more than 9,000 peer-reviewed journals.
- *EBSCO's eBook Academic Collection*, a growing subscription (more than 200,000 titles) of multidisciplinary eBook titles representing a broad range of academic subject matters.

- The [DSM-V Library](#) (Psychiatry Online) offers the full-text of the Diagnostics and Statistical Manual and several other books published by the American Psychiatric Association.
- [Behavioral & Mental Health Collection](#), a large database with streaming training videos and texts in the areas of counseling, psychotherapy, and addiction.
- [Gale Databases](#) provide cross-curricular content and evidence-based research tools across a wide range of subject areas. Databases include [Academic One File](#) and Gale eBooks.
- [ProQuest](#) databases offer a broad range of subject areas including arts, business, children, education, general interest, health, humanities, international, law, military, multicultural, psychology, sciences, social sciences, and women's interests.

### Course Reserves

Print copies of the required course texts for the current term are placed on Reserve. When available and affordable, digital copies of required books are purchased for the library collection and links to them added to the relevant course pages on MyCampus (Populi).

In general, Reserve items are intended for in-library use. They can be checked out for in-building use for up to 3 hours or overnight at 5:00 p.m. and returned before 10:00 am the next business day.

Books for Independent Study or Individualized Research classes are not placed on Reserve.

### Circulation

Books and videos not on Reserve are checked out for two weeks and may be renewed unless a hold is placed on them. As a courtesy, an automated email reminder notice is sent three days prior to the due date of items checked out. Items that are not overdue may be renewed in person, over the phone, by email or via the library website. If an item is overdue or, it may be returned to the library and re-checked out if there are no holds placed on it.

Circulation records are private; the Library will not provide circulation records to anyone but the borrower.

### Placing Books on Hold / Recall Requests

If an item is checked out, you may place a hold on it. The person who has the item checked out will not be able to renew it, and the hold requestor will be notified by e-mail when the item has been returned and is available. Holds cannot be placed on Reserve materials.

### Overdue / Lost Fines

The library does not charge overdue fines for most items. We ask all library users to be prompt in renewing and returning items to ensure equitable access to our materials. Automated renewal notifications and overdue notices will be sent to remind library users of items they have checked out. Overdue Reserve items are assessed a \$.50/hour fine to ensure that these high-demand resources are available for all students. Lost or damaged items and items that are more than a month overdue may be billed for our actual cost to replace the item and a \$20 processing fee. Unpaid fines and fees will be sent to the Business Office and added to a student's account at the end of each term.

*Whether or not a patron receives an overdue notice, that patron is still responsible for returning checked out materials on time.*

### Interlibrary Loan

Items not in The Seattle School Library can be requested through Interlibrary Loan (ILL) via email, in person, using the ILL request form on the library webpage, or through the “Request this Article” options in the databases.

Interlibrary loan requests are evaluated to choose the most efficient way to obtain them. This may include purchasing the material, copying at the UW, or borrowing from the UW or numerous other libraries. Most materials arrive within a week, but actual time depends on the location of the lending library. Be sure to plan ahead when submitting your requests to allow plenty of time for the materials to arrive before your deadline. ILL request costs are paid out of the Library budget. The Library may limit the number of ILL requests per month for any one requestor, unless the requestor is willing to pay.

Users are expected to return all material by the due date and are responsible for any overdue fines or replacement costs for lost or damaged items. Reserve materials and interlibrary loan materials have an overdue fine of 50¢ per day.

The following items cannot be ordered through ILL:

- Items owned by The Seattle School.
- Materials for group use.
- An entire issue of a periodical, magazine or newspaper.

#### Reference Services & Library Instruction

Library staff are available to provide reference assistance and library instruction to students, either in person or via Zoom. Drop by assistance is available as schedules allow whenever the library is open. Appointments are encouraged and can be made by emailing or calling the library.

#### Computer Lab

The library’s computer lab, open during library hours, has public computers equipped with Google Suite. Access to the library’s web-based research databases is also available. A separate computer with access to the Library Catalog is also available.

A photocopier and printers are available in the library. A wireless network, available throughout the building, allows students to use their own laptops and print to the networked printer. Printing and photocopying charges are \$.08/page for black & white and \$.25/page for color. Instructions for setting up this access are on the web site. Materials may also be scanned and emailed at no cost.

An audiovisual viewing station is available for watching DVD or VHS materials in the library. Headphones are required to use this station; you may use your own or check out a set from the library staff.

#### **Papers and Other Assignments**

Written assignments are to be typed in thesis format unless otherwise designated by the instructor. Guidelines for the proper development of a paper are available to students in course syllabi. It is the usual practice that papers are formatted in accordance with standards presented in the current editions of the American Psychological Association (APA) Publication Manual ([www.apastyle.org](http://www.apastyle.org)), or the Chicago Manual of Style, ([www.press.uchicago.edu](http://www.press.uchicago.edu)), unless otherwise designated by the professor.

## Papers Due During the Term

Most papers and other assignments are turned in via Populi/MyCampus on the due date by the time indicated by the instructor. Occasionally, a professor will ask for a print or emailed copy of an assignment. If you are unable to turn in your paper on time, you must make prior arrangements with your AI (or professor if the class does not have an AI).

## Privileges for Leave of Absences (LOA) and Recent Graduates

The following chart identifies certain student services or resources available to students on a leave of absence or who have graduated, but have not yet participated in commencement.

	For Credit Student	Distance For Credit Student	Student on LOA	Alumni	Community Audit
Populi/MyCampus	X	X	X	X	X
G Suite	X	X	X	X	No
Wi-Fi	X	X	X	X	X
Printing/Copying	X	X	X	X	X
Door Access	X	X	X	X	X
Reserving Room Space	X	X	X	No*	No*
Newsletters/Communications	X	X	X	alum content	X
Library - circulation	X	X**	X	X	No
Library - reserves	X	No	on premises	on premises	on premises
Library - online resources	X	X	X	on premises	X
*ok if through FD staff      **contact library staff to make arrangements					

## Recording Classes/Lectures

Students may make arrangements for individually recording (audio or video) classes only with the knowledge and approval of the instructor, and only when the student is unable to attend class due to illness, emergencies, or pre-arranged absences.

## Return of Course Papers

Course papers submitted as completion of course assignments will be returned via Populi/MyCampus or in class, depending upon the course instructor.

## Student Name Documentation & Change

Students are documented by their legal name in the school's database and departmental paper files (Admissions, Academic Services, Business Office and Student Financial Services Office). If the student has a preferred first name other than their legal given name, this is noted as a nickname in the school's database.

When a student changes their legal name either through marriage, divorce or for other reasons, they must inform the Academics Office immediately by completing a Name Change Form and attaching legal documentation of this change (i.e. marriage license, court papers). The Academics Office will implement changes in the system within two business days.

## **Student Records**

The Academics Services Office retains a variety of records pertinent to the academic progress of students. Printed and computerized copies of student records pertinent to admissions, assessment, advising, and registration are maintained under the supervision of the Registrar. These records are available to faculty and staff who have a legitimate educational interest in the student. Student records are released to other individuals, institutions or agencies only as allowed under the Federal Family Education Rights and Privacy Act (FERPA). Please see the *Academic Catalog* for the full student records and FERPA policy.

## **Syllabi**

Syllabi are considered a contract for each course. All syllabi are available online at Populi/MyCampus, typically within two weeks prior to the first day of class. A login and password are available to all matriculated students. It is the students' responsibility to read all information and carefully note course policies. Syllabi may be updated during the term with notification from the instructor. Check the revision date at the bottom of the syllabus to ensure you have the most recent version.

## **Textbooks**

Book lists are posted prior to the opening of class registration and may be found on individual class pages on Populi/MyCampus. A list of all required books for each term is also available under the Files tab on the home page of Populi/MyCampus. Many classes have assigned readings from articles or book chapters required in a class. These readings are posted on Populi/MyCampus.

## **Transcripts**

Official copies of transcripts can be ordered via the [National Student Clearinghouse](#). Unofficial transcripts can be downloaded using the Degree Audit feature on Populi/MyCampus.

## **Writing Workshop**

The Seattle School offers a participative workshop on the writing process. Students are refreshed on the basics of the writing process, grammar, mechanics, citation style, paper organization, thesis statements, and research. The workshop is designed to provide support for students as they complete assignments for other courses. Peer review and in-class writing and revising are used extensively in this course; thus, it is appropriate both for the beginning writer as well as the experienced one.

## **Institutional Policies**

### **Statement of Student Rights & Responsibilities**

All students enrolled at The Seattle School assume an obligation to conduct themselves at all times as responsible members of the campus community, to respect the personal and property rights of others, and to support the educational mission of The Seattle School. The Seattle School insists that its students demonstrate personal and professional integrity in addition to academic excellence.

The Seattle School's administrators, faculty, and staff encourage student involvement in decision making. Student participation and input on institutional committees and teams are not only valued and encouraged at The Seattle School, but also considered to be missionally imperative.

### **Unauthorized Distribution of Copyrighted Material on The Seattle School Network**

The Seattle School is committed to ensuring that copyrighted works are respected and used appropriately by faculty, students, staff, and visitors. Our policies require that those using our computers or networks comply with U.S. and international copyright laws. Failure to do so may result in disciplinary action or termination of access.

An annual email is sent to all students and employees at the beginning of each academic year. The full *Copyright Infringement and Peer-to-Peer File Sharing Policy* can be found on Google Drive. This document serves as the written plan required of The Seattle School under the copyright-related regulations associated with the Higher Education Opportunity Act of 2008.

#### **Combating Unauthorized Distribution of Copyrighted Material**

The Seattle School addresses misuse of its networks for unauthorized distribution of copyrighted material through a variety of educational, technical, and disciplinary means. These include:

- Faculty and staff acknowledge and accept this policy when they are provided with the *Employee Handbook* during their new hire orientation. Students acknowledge and accept this policy when they sign The Seattle School *Statement of Agreement* prior to enrollment.
- Mailings, the school's website, and other mechanisms explaining the difference between appropriate and inappropriate use of copyrighted materials and the possible penalties of misuse.
- Network management technologies and policies that may constrain the use of the network for purposes not directly related to the school's mission.
- Traffic monitoring to identify largest bandwidth users.
- Standardized, consistent handling of copyright violation notices, including validation of details, warnings to offenders, and disciplinary action when warnings prove ineffective.

The Seattle School periodically reminds its network users through email, the school's website, and other means that:

- An individual choosing to host or exchange files unlawfully will be personally responsible for any consequences from that activity. Ignorance of the law is not a useful defense. The School strongly recommends that individuals using School networks and computers learn the rules and the laws before sharing files online.
- Educational institutions are not exempt from the laws covering copyrights. Most software, images, music, and files available for use on computers at the Seattle School are protected by federal copyright laws. In addition, software, images, music, and files normally are protected by a license

agreement between the purchaser and the software seller. It is the Seattle School's policy to comply with federal copyright and license protections.

- Unauthorized use of software, images, music, or files is regarded as a serious matter and any such use is without the consent of The Seattle School. If abuse of computer software, images, music, or files occurs, those responsible for such abuse will be held accountable.
- There are a number of many legal alternatives for downloading or otherwise acquiring copyrighted material, including those listed below:

[Amazon](#)

[Last FM](#)

[QTRAX](#)

[Pandora](#)

[Apple iTunes](#)

[Netflix](#)

[ShoutCast](#)

[Spotify](#)

### Handling of Potential Violations

When the school receives formal notification that a user of its network appears to be violating copyright, Information Technology:

- Identifies the machine identifier ("MAC address") associated with the network address at the time noted in the complaint.
- Uses logs to identify the owner of the device, if possible.
- Sends the owner instructions requesting that offending material must be removed from the network, and requiring a response from the owner.

Internet access is restricted if the alleged offender fails to respond to the notice within 72 hours or if the machine owner has received a previous complaint. Network users receiving second complaints must meet with Information Technology staff before Internet access is restored.

The target response time for copyright complaints is 10 working days or less.

### Periodically Reviewing Effectiveness

The Seattle School will review the effectiveness of this plan on an annual basis during the summer break (July-August). The primary measure used to assess effectiveness at deterring unauthorized sharing of copyrighted material will be the number of repeat offenders, measured as a percentage of the number of overall complaints received.

For more information, see the website of the U.S. Copyright Office at [www.copyright.gov](http://www.copyright.gov), especially the Frequently Asked Questions section at [www.copyright.gov/help/faq](http://www.copyright.gov/help/faq).

## **Ethical Code of Conduct / Student Conduct Committee**

While on campus at The Seattle School, or at The Seattle School sponsored events, or interacting with The Seattle School faculty, staff, or fellow students, students are held accountable and expected to conduct themselves in an ethical, professional, and civil manner. Unprofessional behavior includes, but is not limited to, hostile or careless uses of profanity or obscenities, physical displays of anger or aggressiveness, threatening gestures or comments, violence or unlawful harassment, insubordination, persistent, or disrespectful arguing, or any other illegal or unethical conduct. Unprofessional behavior may be cause for disciplinary action.



The Seattle School is dedicated to the advancement of knowledge and learning, as well as to the development of responsible personal and social conduct. Each student, by registering, assumes the responsibility of becoming familiar with and abiding by, the general standards of conduct expected by The Seattle School. By way of example, each student is expected to refrain from engaging in the following:

- Academic dishonesty of any kind with respect to examinations or coursework. This includes any form of cheating and plagiarism.
- Falsification or alteration of The Seattle School documents, records, or identification cards.
- Forgery, issuing bad checks, or not meeting financial obligations to The Seattle School.
- Theft or the deliberate damaging or misusing of property belonging to others or the property of The Seattle School.
- The manufacture, possession, use, or distribution of any form of alcoholic beverages or illegal drug while on The Seattle School property.
- Possession, display, or use of any dangerous instrument, weapon, or explosives (certified law enforcement officers. required by their employer to carry a firearm are excluded).
- Disrupting the study of others or of The Seattle School activities, or interfering with the freedom of movement of any member or guest of The Seattle School community.
- Deliberate interference with academic freedom, freedom of speech, or movement of any member or guest of The Seattle School community.
- Participation in any activity that disrupts or interferes with the education of others or the orderly operation of The Seattle School.
- Physical abuse, threatening acts, or harassment toward others.

#### Student Conduct Committee

Any student suspected of violating The Seattle School Ethical Code of Conduct may be reported to the Student Conduct Committee [SCC] that is responsible for investigating the allegations. The SCC is chaired by the Dean of Students & Alumni or the Registrar/Associate Dean of Academic Administration and consists of the chair and two faculty members. Students found guilty of violating The Seattle School Ethical Code of Conduct by the SCC shall be subject to disciplinary action up to and including dismissal from The Seattle School. In the event of illegal activity, appropriate authorities may be contacted.

#### Student Complaint Policy

The Seattle School makes every effort to resolve student concerns using policies and procedures outlined in the current *Academic Catalog* or *Student Handbook*. It is expected that students will fully utilize any and all administrative procedures to address concerns and/or complaints in as timely a manner as possible. Official processes are in place for the following types of student academic concerns, in the locations referenced below.

- **Academic and Financial Appeals** - see *Academic Catalog*.
- **Academic integrity violations** - see *Student Handbook*. Refer to the Ethical Code of Conduct
- **Grade Appeals** - see *Academic Catalog*.

#### **Procedure**

##### **Informal Student Concerns**

If the student concern falls outside of the areas above, which each have a specific process to follow, we encourage students to, when possible, attempt to resolve interpersonal concerns or frustrations by

working directly with the student(s), staff, and/or faculty whose actions or inactions have caused the concern or frustration. If such a pattern should persist, the next step is to initiate a conversation with one of the people listed below. That person will hear the student's concern and work with the student and, if necessary, other parties to try to come to a satisfactory resolution through an informal and collaborative process. As a part of that conversation, the student will have the opportunity to file a Formal Written Complaint.

- Dean of Students & Alumni - Paul Steinke ([psteinke@theseattleschool.edu](mailto:psteinke@theseattleschool.edu))
- Dean of Teaching & Learning - Dr. Misty Anne Winzenried ([mwinzenreid@theseattleschool.edu](mailto:mwinzenreid@theseattleschool.edu))
- Director of Listening Lab - Dr. Doug Shirley ([dshirley@theseattleschool.edu](mailto:dshirley@theseattleschool.edu))
- Manager of Student Life Programs - Becca Shirley ([rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu))
- Manager of Accessibility & Vocational Programming - Daniel Tidwell-Davis ([dtidwell@theseattleschool.edu](mailto:dtidwell@theseattleschool.edu))

### **Filing a Formal Written Complaint**

A Formal Written Complaint may be filed through the Academic Services Office or the Office of Students & Alumni. A written complaint must contain the following information:

- a. Name, date, and signature of the student filing the complaint;
- b. Description and date of the problem or concern;
- c. Names of persons and department responsible for the complaint (if known);
- d. Description of any actions taken informally to resolve the problem or concern;
- e. Recommendation as to possible resolution(s) of the complaint;
- f. Any background information believed to be relevant;

Student complaint records are held confidentially in the Office of Students & Alumni. Information on all student complaints may be made available for outside review by the Department of Education, The Seattle School's accrediting agencies, and any other official legally entitled to such review. However, steps will be taken to insure the anonymity of any student who files a complaint. The purpose of an outside review can include but is not limited to:

1. Establish that The Seattle School processes complaints in a timely manner
2. Demonstrate fairness and attention to student concerns, and
3. Identify any pattern in the complaints that suggests problems with institutional quality.

### **Complaint resolution**

The student filing the complaint will be informed of the action taken or progress accomplished within 15 working days, unless extenuating circumstances necessitate additional time. If extra time is needed, the student will be informed of this, along with the nature of the extenuating circumstance.

When applicable, resolution of formal written complaints may follow procedures within the following categories:

- **Student Conduct Committee (SCC)** - For more information about the student code of conduct and the SCC, see *Student Handbook*.

- **Title IX violations** - see *Academic Catalog* and *Student Handbook*. Refer to the [Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Policy](#).
- **Americans with Disabilities Act:** *Academic Catalog* and *Student Handbook*. Refer to the [Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Policy](#).
- **Other Incidents of Harassment or Discrimination:** *Academic Catalog* and *Student Handbook*. Refer to the [Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Policy](#).

### **Criminal Activity:**

Complaints involving matters of a criminal nature, such as assault, battery, and theft should be directed to the appropriate local law enforcement jurisdiction.

Any retaliatory action taken by any member of The Seattle School (student or employee) against any student or employee of the school as a result of a student seeking a resolution of a formal written complaint under this policy, or cooperating in an investigation, is prohibited.

In the unlikely event that an issue cannot be resolved by The Seattle School, students may file a complaint with the following. These agencies should be contacted only after the student has registered a complaint with the school and has not received a response to the request for resolution.

Washington Student Achievement Council  
PO Box 43430, Olympia WA 98504-3430  
(360) 753-7866  
[www.wsac.wa.gov/protecting-education-consumers](http://www.wsac.wa.gov/protecting-education-consumers)

Commission on Accrediting, Association of Theological Schools  
10 Summit Park Drive, Pittsburgh PA 15275-1110  
(412) 788-6505  
[www.ats.edu/uploads/accrediting/documents/commission-policies-and-procedures.pdf](http://www.ats.edu/uploads/accrediting/documents/commission-policies-and-procedures.pdf)

Northwest Commission on Colleges and Universities  
The Commission Office  
8060 165th Ave NE, Suite 100  
Redmond, WA 98052  
(425) 558-4224  
<http://www.nwccu.org/accreditation/standards-policies/policies/record-of-student-complaints-policy/>

## **Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Policy**

### **General Policy Statements**

#### Federal Law

To the extent required by federal law, it is the policy of The Seattle School not to discriminate on the basis of race, color, national origin, sex, age, religion (except in the case of employment), disability, or genetic information in its admissions, educational programs or activities, or employment. Consistent with federal law, The Seattle School will provide reasonable accommodations to persons with disabilities. As a religious educational organization, The Seattle School reserves the right to prefer employees and prospective

employees on the basis of religion. The phrase “**educational programs or activities**” includes instruction, grading, financial aid, training programs, internships, externships, social and recreational activities, and other aspects of the educational programs or activities at The Seattle School. Discrimination in employment prohibited by this policy includes discrimination in hiring, compensation, promotion, transfer, retirement, evaluation, discipline, benefits, termination, and other employment practices. “**Discrimination**” is defined below. “**Harassment**” is a form of discrimination, and is also prohibited by this policy.

#### Other Prohibited Discrimination and Harassment

It is also the policy of The Seattle School not to discriminate against its students and student applicants in its admissions or other educational programs or activities on the basis of sexual orientation, marital status, or honorably discharged veteran or military status. The term “**sexual orientation**” means heterosexuality, homosexuality, bisexuality, and gender expression or identity. As defined by the Washington Law Against Discrimination, the term “**gender expression or identity**” means “having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.”

#### Prohibition Against Sexual Harassment and Sexual Misconduct

Although covered above by the prohibition against sex discrimination, The Seattle School emphasizes that it prohibits sexual harassment, which is a form of sex discrimination. Sexual harassment also includes sexual misconduct, which is also prohibited by this policy. Both of these terms are defined below, and those sections include examples of sexual harassment and sexual misconduct.

#### No Retaliation

The Seattle School not only prohibits discrimination and harassment (including sexual harassment), but it also prohibits retaliation against any person for making a complaint about discrimination or harassment; assisting, testifying, or otherwise participating in any discrimination or harassment investigation; or otherwise opposing discrimination or harassment prohibited by this policy. This includes any retaliation against any witness or bystander who reports or provides any information about alleged discrimination or harassment, or who intervenes to stop or attempt to stop any discrimination, harassment, or sexual misconduct. “**Retaliation**” means any adverse action that might dissuade or deter a reasonable person from making or supporting a complaint of discrimination or harassment. Examples of retaliation include intimidation, threats, coercion, termination of employment, unjustified negative grades or evaluation, reduction in pay, denial of a promotion, physical assault, and any other conduct that constitutes prohibited discrimination or harassment under this policy. Retaliation against any person thought to have engaged in any activity protected by this section, whether or not the person actually engaged in any protected activity, is also prohibited by this policy.

#### Reporting Violations; Discrimination Grievance Procedures

##### Where to File a Complaint

Any student or employee who believes they have suffered discrimination, harassment (including sexual harassment or sexual misconduct), or retaliation in violation of this policy, should contact one of the following individuals:

## Title IX Coordinators

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Becca Shirley, Manager of Student Life  
Programs  
(206) 876-6162  
[rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu)  
2501 Elliott Avenue  
Seattle, WA 98121

Kartha Heinz, Director of Human Resources  
(206) 876-6131  
[kheinz@theseattleschool.edu](mailto:kheinz@theseattleschool.edu)  
2501 Elliott Avenue  
Seattle, WA 98121

### Discrimination Grievance Procedures

Violations of this policy will be addressed through the Discrimination Grievance Procedures. These procedures are available on the Safety and Nondiscrimination page of the school's website. Hard copies of the Discrimination Grievance Procedures are also available from the Title IX Coordinator and the Director of Human Resources.

### Consequences of Violating this Policy

Consequences for violating this policy will depend on the facts and circumstances of each particular situation.

- A. Sanctions and corrective action could include the following: a requirement not to repeat or continue the discriminatory, harassing, or retaliatory conduct; a reprimand; a no-contact order; denial of a merit pay increase; reassignment; removal from class; suspension; termination or expulsion, or other appropriate sanction, remedy, or response.
- B. The severity of the sanction or corrective action may depend on the frequency and severity of the offense and any history of past discriminatory, harassing, or retaliatory conduct.
- C. A finding of discrimination, harassment that creates a hostile environment or resulted in any tangible action (either in the employment or educational setting), or sexual misconduct may be cause for disciplinary action, up to and including discharge in the case of an employee and expulsion in the case of a student. The Seattle School may also report any criminal conduct to a law enforcement agency.
- D. The Seattle School may take immediate steps to protect the complainant from further discrimination, harassment, or retaliation before completion of its investigation or the process outlined in the Discrimination Grievance Procedures. For example, in the case of a sexual harassment or sexual misconduct complaint, The Seattle School may take steps to separate the accused harasser from the complainant.
- E. The Seattle School may also take appropriate action even if it does not find discrimination or harassment that creates a hostile environment or results in a tangible action, but The Seattle School finds that the respondent engaged in disruptive behavior or determines that action is necessary or appropriate to prevent the creation of a hostile environment or a situation that may result in a tangible action or other form of unlawful discrimination or harassment.

### Off-Campus Conduct

Conduct that occurs off campus can be the subject of a complaint or report and will be evaluated to determine whether it violates this policy. For example, if off-campus discrimination or harassment has continuing effects that create a hostile environment on campus, then the discrimination or harassment violates this policy. Allegations of off-campus sexual misconduct are of particular concern and should be brought to the attention of The Seattle School.

### Mandatory Reporting by Employees of any sex-based discrimination, sexual harassment, or sexual misconduct involving students

The Seattle School wants to stop and respond effectively to instances of sex-based discrimination, sexual harassment, and sexual misconduct involving its students. Therefore, any employee receiving any information about any alleged or possible sex-based discrimination, sexual harassment, or sexual misconduct involving students, must report that information to the Title IX Coordinator or the Director of Human Resources (each a “**Complaint Officer**”) within 24 hours of receiving that information. Employees who are statutorily prohibited from reporting that information are exempt from this reporting requirement, including any licensed counselor who receives the information in his or her capacity as a licensed counselor. After receiving a report of alleged or possible sex-based discrimination, sexual harassment, or sexual misconduct, the Complaint Officer will evaluate the information received and determine what further actions should be taken. The Complaint Officer will follow the procedures described in the Discrimination Grievance Procedures. The Complaint Officer will take steps, either directly with the complainant or through a reporting employee, to provide information about the Discrimination Grievance Procedures, as well as available health and advocacy resources and options for criminal reporting (if applicable).

### Voluntary Reporting by Students

The Seattle School strongly encourages its students to report instances of sex-based discrimination, sexual harassment, and sexual misconduct involving students.

### **Military Mobilization**

Students called up for active military duty may be able to obtain a refund of payments made to their account for the term during which they were chosen for active duty. The Seattle School will explore with the student different ways to complete the term courses through independent study or through other means. If a student is not able to complete the term, a written request for refund or reversal of charges with proof of summons for military duty should be submitted to the Business Office for action. Since a student's enrollment status is likely to be affected because of the length of their military duty, The Seattle School may extend the deadlines for completion of any academic program.

### **Search Policy**

The Seattle School wishes to discourage theft or unauthorized possession of school property and/or property of staff, faculty, students, and visitors. To facilitate enforcement of this policy, a school representative may inspect not only desks and offices, but also persons entering and/or leaving the premises, and any packages or other belongings. Any student who wishes to avoid inspection of any articles or materials should not bring such items onto school premises.

### **Smoking**

Washington State law prohibits smoking in all places of employment. You may smoke outside provided you are not standing within 25 feet of a building entrance or exit, windows that open, or air intake equipment. Employees who observe a guest or visitor who is in violation of this policy should promptly and politely advise the individual of the policy. Any employee who violates this policy shall be subject to disciplinary action.

### **Solicitation and Sales**

The Seattle School policy prohibits distributing material or soliciting students, faculty, or staff on company premises at any time unless approved by the Chief Financial Officer. Solicitation for any purpose or cause

may include requests for subscriptions, donations, pools, gifts, charities, memberships, or other forms of requests. The Student Directory, staff and/or faculty rosters and classroom time may not be used for purposes of solicitation; such use is expressly forbidden.

## **Substance Abuse Policy and Prevention Program**

The Seattle School's Substance Abuse Policy and Prevention Program reflects a broad commitment to a healthy school community marked by standards that reflect personal accountability and responsibility; demonstrate regard for the safety, security, and health of others; and maintain the atmosphere needed for study and reflection. The misuse of alcohol and other drugs subverts the school's ability to achieve its central mission—the ability to serve God and neighbor through transforming relationships.

The Seattle School recognizes explicitly that students, faculty, and staff are adults, which means that they are expected to obey the laws and take personal responsibility for their conduct. Individuals are accountable for their choices and behavior. Careful attention to this information will help students, faculty, and staff promote the school's compliance with the federal Drug-Free Schools and Communities Act of 1989, which requires an institution of higher education to certify it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. Failure to comply with the Drug-Free Schools and Campuses Regulations may forfeit an institution's eligibility for federal funding.

## **Policy on Drug or Alcohol Use by Students**

The Seattle School prohibits the illegal and irresponsible use of alcohol and other drugs by students. Students have the responsibility to conduct themselves in a lawful and appropriate manner consistent with the mission of the school. Each student has the responsibility to know the risks associated with the use and abuse of alcohol and other drugs and to assist the school in creating an environment that promotes health-enhancing attitudes and activities.

### **Drugs**

1. The school strictly prohibits the manufacture, sale, possession, distribution, dispensing, or use by a student of a controlled or illegal substance not medically authorized.
2. The school strictly prohibits the manufacture, sale, possession, distribution, or dispensing by a student of drug paraphernalia.

### **Alcohol**

1. The possession, sale, distribution, and consumption of alcoholic beverages on the school's campuses or in connection with school-sponsored or related events is permitted only within the limits prescribed by Washington state and federal laws, and in accordance with the *Campus Policy for Alcohol Use at Events* (below). In addition, no open containers of alcohol are permitted on school property at any time, except within the area covered by a valid liquor permit.
2. The school strictly prohibits students from appearing on campus obviously under the influence of alcohol. Alcohol will not be allowed to interfere with co-curricular activities, campus safety or security, or classroom learning.
3. The school will not excuse acts of misconduct committed by students whose judgment is impaired by consumption of alcohol or drugs. Students are expected to assume responsibility for their own behavior and must understand that being under the influence of drugs or alcohol in no way lessens their accountability. Violations of the law or school rules or policies relating to drug or alcohol use will result

in disciplinary sanctions up to and including dismissal as described in the *Student Code of Conduct*. In general, students will be disciplined if their use of alcohol or drugs is illegal or threatens to create public disorder, public disturbances, danger to themselves or others, or property damage. In addition, the school has the right to refer suspected unlawful drug or alcohol-related incidents to appropriate federal, state, or local legal authorities.

### **Campus Policy on Alcohol Use at Events**

To serve alcohol on campus, the event sponsor must complete an *Alcohol Service Request Form* (available on Google Drive) and submit it to Institutional Support for approval from the Executive Council for approval at least two weeks prior to the event. The Seattle School reserves the right to deny authorization at any time. If approval is granted, the event's sponsor is responsible for providing a licensed vendor/caterer to provide and serve the alcohol. **The event sponsor is responsible, along with individuals directed to serve the alcohol, for compliance with all applicable laws, ordinances, and school policies pertaining to the use, furnishing, or possession of alcohol.**

Alcohol may not be served to any person under the age of 21. A separate alcohol serving area is required at events where persons under 21 will be present. The event's sponsor will also be required to devise a system by which picture identification will be checked to verify legal age.

Alcohol must be served and monitored and may not be left unattended so to allow free access. Event sponsors and the individuals directed to serve the alcohol are responsible and obligated to refuse alcohol to anyone whom they believe has had too much to drink. All service of alcohol to guests must stop 30 minutes prior to the ending time of the event. Non-alcoholic beverages and food must be available and featured prominently at the event.

### **Health Risks of Alcohol and Other Drug Use**

Alcohol and illicit drug use can pose many health risks to students, faculty, and staff. Use may result in impaired judgment and coordination; physical and psychological dependence; damage to vital organs such as the heart, stomach, liver and brain; inability to learn and remember information; psychosis and severe anxiety; unwanted or unprotected sex resulting in pregnancy and sexually transmitted diseases (including HIV and AIDS); and injury and death. Negative consequences of alcohol and other drug use can be immediate.

### **Resources for Education and Treatment**

Faculty and staff who suspect they may have a drug or alcohol abuse problem are encouraged to seek assistance through their own efforts before the problem affects their employment status. The school provides benefit-eligible employee access to an independent, confidential Employee Assistance Program (EAP) that offers confidential assessment, counseling, and referral assistance in areas that include alcohol and drug abuse. The EAP can be reached by calling 1-800-316-2796. Please contact the Human Resources Office for further information.

### **Community Services**

A variety of community organizations in the greater Seattle area can be resources for students, faculty or staff. They are organized into three categories for ease of reference: 24-hour emergency numbers; self-help groups; and alcohol and drug treatment programs. *These resources have not been screened by The Seattle School. The school makes no specific endorsement of or recommendation to any one program.*



Emergency Numbers		
<a href="#">SAMSHA's National Helpline</a>	206-622-HELP (4357)	
<a href="#">National Domestic Violence Hotline</a>	1-800-799-SAFE (7233)	
<a href="#">HIV/AIDS Hotline</a>	1-800-272-2437	
<a href="#">24-Hour Crisis Line</a> (Mental Health)	1-866-427-4747 (King County) ; 1-866-789-1511 (Washington state)	
<a href="#">King County Sexual Assault Resource Center</a>	1-888-998-6423	
Local Self-Help Groups		
<a href="#">Alanon Family Group</a>	206-625-0000	
<a href="#">Alcoholics Anonymous (AA)</a>	206-587-2838	
<a href="#">Marijuana Anonymous</a>	206-548-9034	
<a href="#">Nar-Anon (Pacific NW)</a>	206-626-7171	
<a href="#">Narcotics Anonymous</a>	206-790-8888	
Alcohol and Drug Treatment Resources		
<a href="#">A Positive Alternative</a>	4649 Sunnyside Ave. N., Suite 200, Seattle, WA 98103	206-547-1955
<a href="#">Catholic Community Services</a>	100 23rd Ave. South, Seattle, WA 98122	206-328-5097
<a href="#">Consejo Counseling and Referral</a>	3808 South Angeline, Seattle, WA 98118	206-461-4880
<a href="#">Lakeside Milan Recovery Center Inc.</a>	10322 NE 132nd St., Kirkland, WA 98034	425-823-3116
<a href="#">Northpoint Washington</a>	2111 N Northgate Way, Suite 101, Seattle, WA 98133	855-981-9549
<a href="#">Northwest Recovery Centers</a>	2000 Benson Road S., Suite 250, Renton, WA 98055	425-434-5236
<a href="#">Providence Recovery Program</a>	916 Pacific Ave, Everett, WA 98206	425-258-7390
<a href="#">Newport Academy (women only)</a>	12029 113th Ave. NE, Kirkland, WA 98034	425-823-8844
<a href="#">Seattle Indian Health Board</a>	611 12th Ave South, Seattle, WA 98144	206-324-9360
<a href="#">Swedish Addiction Recovery Services</a>	5300 Tallman Ave. NW, Seattle, WA 98107	206-781-6209
<a href="#">Therapeutic Health Services</a>	1901 Martin Luther King Jr. Way South, Seattle, WA 98144	206-322-7676
<a href="#">Recovery Center, Evergreen Health</a>	17800 147th St. SE, Monroe, WA 98272	360-794-1405
<a href="#">Veterans Administration Medical Center</a>	1660 S. Columbian Way, Seattle, WA 98108	206-277-2318

## Academic Calendar

<b>Fall Trimester 2021 - September 13 - December 17</b>	
INTERNSHIP Classes Start	August 30
Labor Day Holiday	September 6
New Student Orientation (on campus cohort)	September 14
(Re)Orientation (Zoom gathering for all students)	September 15
WEEKLY CLASSES START (online and on campus)	September 20
Fall Term Residency (FA 21 cohort low-res students)	September 29 - October 2
Convocation and Community Cookout	October 2
Last day to drop a weekly class without a "W"	October 8
Last day to receive 100% refund for any class	October 8
Last day to receive a 50% refund for any class	October 15
Last day to drop a weekly class with a "W"	October 28
Online Registration Opens for Winter Term	November 10
Thanksgiving Holiday	November 24-26
Last Day of Classes	December 17
Christmas Holiday	December 18 - January 9
Fall Term Grades Available on My Campus	December 29
<b>Winter Trimester 2022 - January 10 - April 8</b>	
WEEKLY CLASSES START (online and on campus)	January 10
Martin Luther King Jr. Holiday	January 17
Winter Term Residency (if required)	January 19-22
Stanley Grenz Lecture Series	January 20 (tentative)
Last day to drop a weekly class without a "W"	January 21
Last day to receive 100% refund for any class	January 21

Last day to receive a 50% refund for any class	January 28
Last day to drop a weekly class with a “W”	February 18
Online Registration Opens for Spring Term	March 9
Last Day of Classes	April 8
Winter Term Grades Available on MyCampus	April 20
<b>Spring Trimester 2022 - April 11 - June 24</b>	
Theology Travel Residencies	April 11 - April 22
Good Friday Holiday	April 15
WEEKLY CLASSES START (online and on campus)	April 25
Spring Term Residency (MACP Only - if required)	May 4 - May 7
Last day to drop a weekly class without a “W”	May 6
Last day to receive 100% refund for any class	May 6
Last day to receive a 50% refund for any class	May 14
Memorial Day Holiday	May 30
Last day to drop a weekly class with a “W”	June 3
Integrative Project Symposium	TBD
Last Day of Classes	June 24
Commencement	June 25
Spring Term Grades Available on MyCampus	July 6

<b>For Questions Regarding:</b>	
Academic Advising	Kristen Houston / Kelsey Wallace
Academic Petitions	Kristen Houston
Academic Policy	Kristen Houston
Accreditation	Cheryl Goodwin
Address Changes	Request through Populi/ MyCampus
Adjunct Professors	Misty Anne Winzenried
Admissions	Ben Oldham / Clay Clayton
Advancement	Jim Ehrman / Andrew Greene
Alcohol & Drug Policy	Paul Steinke
Alumni	Daniel Tidwell-Davis/Paul Steinke
Anamchara	Katey Hyde
Art Display	Sacred Space – Lori Bailey
Assistant Instructors	Dr. KJ Swanson
Benevolence Fund	Becca Shirley / Daniel Tidwell- Davis
Billing Questions	Nate Fowler / Tessa Dul
Building Hours & Use	Julie Leung
Building Maintenance	Daniel Walkup
Bulletin Boards	Sydney Trask / Julie Leung (jobs, housing)
Catalog	Kristen Houston
Chapel	Sacred Space – Lori Bailey
Class Notes	Student Council – Jenna Elliott
Classroom Media Questions	Julie Leung
Code of Conduct	Paul Steinke
Commencement	Kristen Houston
Computer Technology	Grace La Torra / Matt Summy
Conferences	Jeanette White
Convocation	Kristen Houston
Course Changes	Kristen Houston / Kelsey Wallace
Course Schedules	Kristen Houston / Kelsey Wallace
Disabilities	Daniel Tidwell-Davis / Kristen Houston
Donor Development	Andrew Greene / Jim Ehrman
Emergency Procedures	Daniel Walkup / Julie Leung
Facilities & Safety Management	Daniel Walkup / Julie Leung
Faculty Office Hours	Individual Faculty (posted outside offices & on MyCampus)
FERPA	Kristen Houston
Financial Aid	Ligaya Avila
Financial Petitions	Ligaya Avila
Front Desk	Julie Leung
Grades	Kristen Houston

Human Resources	Kartha Heinz /Sandra Wissemann
ID Cards	Daniel Walkup
Independent/Individualized Study	Kristen Houston
Internship Program	O'Donnell Day
Library Services	Cheryl Goodwin / Mary Rainwater
Lockup / Door Access	Daniel Walkup / Julie Leung
Mail	Julie Leung
Master Calendar	Julie Leung
Media Collection & Archiving	Ashley Wright
MOSAIC (partner/spouses group)	Bee Cook
Newsletter	Marketing
Orientation	Becca Shirley / Paul Steinke
Parking	Daniel Walkup
Personal Issues	Becca Shirley / Daniel Tidwell-Davis/ Quad
Practicum Schedules	Kristen Houston
Recording Lectures	Kristen Houston
Registration	Kristen Houston
Reserving Space	Julie Leung
Sacred Space	Lori Bailey
Scholarships	Ligaya Avila
Security	Daniel Walkup
Sexual Harassment/Discrimination	Becca Shirley, Daniel Tidwell-Davis
Student Accounts	Nate Fowler
Student concerns & complaints	Becca Shirley /Paul Steinke / Daniel Tidwell-Davis / Misty Anne Winzenried
Student Council	Jenna Elliott
Student Directory	Kristen Houston
Student Leadership	Becca Shirley / Quad
Student Life	Becca Shirley / Quad
Technology Questions	Grace La Torra / Matt Summy
Transcripts	National Student Clearinghouse / Kristen Houston
Title IX Concerns	Becca Shirley / Kartha Heinz
Tuition Assistance	Ligaya Avila
Tuition Payments	Nate Fowler
Weapons & Violence Policy	Daniel Walkup / Paul Steinke
Website/Webmaster	Ashley Wright
Writing Workshop	Kristen Houston / Kj Swanson

## **Addressing Accreditation Concerns**

Students who have specific concerns that relate to accreditation standards should address their concerns to the Provost, The Seattle School of Theology & Psychology 2510 Elliott Ave., Seattle, WA 98121. They may also contact:

- The Association of Theological Schools (ATS), 10 Summit Park Drive, Pittsburgh, PA 15275; (412) 788-6505.
- Northwest Commission on College and Universities, 8060 165<sup>th</sup> Ave N.E., Suite 100, Redmond, WA 98052 (425) 558-4224; [www.nwccu.org](http://www.nwccu.org).