Welcome to the Appalachian State University Online Policy Manual. These policies and procedures are periodically updated or revised. Efforts are made to keep this online version current. If any questions arise about the authenticity of the online version, please contact the Office of General Counsel (828-262-2751). In the event of any discrepancy between the online version and printed documents approved by the Chancellor, the printed documents shall govern. Departments have forms on their web pages and at the ASU Electronic Forms page. Many departments have provided the forms related to the associated policies and procedures in Portable Document Format (.pdf). To view PDF documents, you must have Acrobat Reader installed on your computer. Acrobat Reader is available from Appalachian State University's application explorer icon on university-owned computers.

Comments, suggestions or questions regarding the Policy Manual should be directed to Anita McGowan at mcgowanak@appstate.edu or to the department with primary responsibility for implementation.

:NOTE: For purposes of all Appalachian State University policies, references to SPA (subject to the State Personnel Act [former terminology]) shall be interchangeable with SHRA (subject to the State Human Resources Act [current terminology]); and references to EPA (exempt from the State Personnel Act [former terminology]) shall be interchangeable with EHRA (exempt from the State Human Resources Act [current terminology]).

Table of Contents

- 100 Governance and Administration
  - 101 Policy on Policies
  - 102 University Organization and Administration
  - 103 Board of Trustees
    - 103.1 Bylaws
    - 103.2 Audit Committee Charter
    - 103.3 Naming of Facilities and Programs
    - 103.4 Honorary Degrees
  - 104 Facility Use, Solicitation, Distribution of Printed Materials, Unscheduled Public Speaking Areas, and Peaceful Assembly
  - 105 Records
    - 105.1 Record Retention Policy
    - 105.2 University Archives
    - 105.3 Policy Statement on the Family Educational Rights and Privacy Act of 1974, as Amended
    - 105.5 Identity Theft Prevention Plan
    - 105.6 Public Records Requests
  - 106 Drugs and Alcohol
    - 106.1 Alcoholic Beverages
    - 106.2 Tailgating
  - 107 Substantive Change for Accreditation Purposes
  - 108 Compliance Calendar
  - 109 Debt Management
  - 110 Discrimination and Harassment
  - 111 Protection of Minors
    - 111.1 Minors on Campus
    - 111.2 Reporting Suspected Child Abuse and Neglect
  - 112 Sex-Based Misconduct
  - 114 Equal Opportunity
- 200 Academic Affairs
  - 201 Faculty Handbook
  - 202 Undergraduate Bulletin
  - 203 Graduate Bulletin
  - 204 Buyout Policy for Externally Sponsored Projects
  - 205 Academic Integrity Code
  - 206 Final Grade Appeal Procedure
  - 207 Intellectual Property Transfer
  - 209 Review of Research Involving Human Subjects
- 210 Payments to Human Subjects
- 211 Integrity in Scholarship and Scientific Research
- 212 Use of Recombinant DNA in Research and Teaching Laboratories
- 213 Care and Use of Animals for Research Teaching or Demonstration
- 214 Credit Hour Policy
- 215 Policy on Internet/Web-Based Courses
- 216 Human Subject Research Recruitment
- 217 Export Controls Compliance
- 218 Policy on Independent Studies
- 219 Policy on Faculty Workload
- 220 Facilities and Administrative Cost Policy
- 221 Fellowship Policy
- 222 Global Learning Management System Policy
- 223 Campus Survey Policy
- 300 Public Safety
  - 301 Police
    - 301.1 Special Services
    - 301.2 University Police Services
    - 301.3 Criminal Trespass Warning
    - 301.4 Clery Act Compliance Policy
    - 301.5 Bicycle Helmets
  - 302 Emergency Management
    - 302.1 Emergency Management Program
    - 302.2 Communication Guidelines for Emergencies and Campus Issues
    - 302.3 Emergency Operations Plan
    - 302.4 Building Emergency Plans
    - 302.5 Pandemic Infectious Disease Plan
    - 302.6 International Crisis Management
    - 302.7 Emergency Notification System
    - 302.8 Face Coverings in Response to COVID-19
    - 302.9 Symptom Screening in Response to COVID-19
  - 303 Environmental Health and Safety
    - 303.1 Office of Occupational Safety and Health Introduction
    - 303.2 OSHA Regulations
    - 303.3 Safety Committees
    - 303.4 Personal Protective Equipment
    - 303.5 Accident Reports
    - 303.6 Safety Hazards
    - 303.7 Hazardous Communication Program
    - 303.8 Exposure Control Plan for Bloodborne Pathogens
    - 303.9 Chemical Hygiene Plan
    - 303.10 Open Flame Policy
    - 303.11 Fall Protection Plan
    - 303.12 Respiratory Protection Program
    - 303.13 Multi-Passenger Vehicles
    - 303.14 Lockout/Tagout Procedures
    - 303.15 Pre-Purchase Review of Products
    - 303.16 Hazardous Chemical Spill Response
    - 303.17 Automated External Defibrillator Protocol
    - 303.18 Safety Inspections
    - 303.19 Fire Prevention and Emergency Action
    - 303.20 Industrial Hygiene Assistance Request Form
    - 303.21 Emergency Telephone Numbers
    - 303.22 Radiation Safety Manual
    - 303.23 Confined Space Program
    - 303.24 Animals On Campus
    - 303.25 Tobacco and Related Product Restrictions on University Property
    - 303.26 Unmanned Aircraft Systems Policy
    - 303.27 Theatrical Simulated Firearms Policy
- 400 Students
  - 401 Code of Student Conduct
    - 401.2 Harassment and Discrimination See Policy #110
601 Hiring and Separation

- 601.1 SHRA Employee Hiring
- 601.2 SHRA Employee Merit-Based Recruitment and Selection Plan
- 601.3 SHRA Employee Requesting Position Actions
- 601.4 SHRA Employee Separation from Service
- 601.5 SHRA Employee Terminating Employment
- 601.6 SHRA Grievance and Appeal
- 601.7 SHRA Employee Reduction-in-Force
- 601.8 EHRA Employees
- 601.9 Student Employees

602 Terms and Conditions of Employment

- 602.1 Equal Opportunity See Policy #114
- 602.2 Harassment, Discrimination and Retaliation See Policy #110
- 602.3 Employee Abuse of Alcohol and Other Drugs
- 602.4 Use of Software on Non-State Owned Personal Computers
- 602.5 Age Limitation for Employment and Employee Retention
- 602.6 Position Management
- 602.7 Personnel Records and Information Disclosure
- 602.8 Pay and Compensation
- 602.9 In-Range Adjustment
- 602.10 Supplemental Pay
- 602.11 Employee Responsibilities
- 602.12 Work Schedule
- 602.13 Changes Affecting Employment
- 602.14 Employee Relations
- 602.15 Employee Safety
- 602.16 Disciplinary Action, Suspension and Dismissal
- 602.17 Disciplinary Suspension Without Pay
- 602.18 Demotion
- 602.19 Pre-Disciplinary Conference
- 602.20 Appeal to State Human Resource Commission
- 602.21 Improper Relationships between Students and Employees
- 602.22 Mediation for Faculty and EHRA Administrative Personnel
- 602.23 EHRA Non-Faculty Grievances
- 602.24 Evaluating Staff Employees
- 602.25 Daylight Savings Time
- 602.26 Adverse Weather and Emergency Closing
- 602.27 EHRA Non-faculty Employment
- 602.28 Critical and Essential Staff (Repealed)
- 602.29 On-Call/Emergency Callback Pay
- 602.30 Criminal Background Reports
- 602.31 EHRA Non-Faculty Performance Management
- 602.32 Workplace Violence
- 602.33 Sponsorship of Employees For United States Permanent Residence

603 Benefits

- 603.1 Leave
- 603.2 Voluntary Shared Leave Program
- 603.3 Insurance and Retirement Benefits
- 603.4 Educational Opportunities
- 603.5 Services to Employees
- 603.6 Filing the Supervisor's Accident Report Form
- 603.7 Filing Worker's Compensation Claims
- 603.8 EHRA Benefits
- 603.9 SHRA Benefits
- 603.10 Vacation Leave
- 603.11 Sick Leave
- 603.12 Leave without Pay Administration
- 603.13 Holiday Leave Administration
- 603.14 FMLA Leave Administration
- 603.15 Family Illness Leave Administration
- 603.16 Community Service Leave
603.17 Military Service Leave and Differential Pay Procedures
603.18 Emergency Loan Fund
604 Conflicts of Interest and Commitment
  604.1 Dual Employment
  604.2 Processing Dual Employment Assignments
  604.3 External Professional Activities of Faculty and Other Professional Staff
  604.4 Secondary Employment
  604.5 Staff (SHRA) Employee Request for Approval to Engage in Outside Work
  604.6 Conflict of Interest and Commitment
  604.7 Political Activities and Public Office Holding
700 Athletics
  701 Department of Athletics Policies and Procedures Manual
  702 Trademark/Service Mark Licensing
800 University Communications
  801 Responses to Requests
    801.1 Media Requests
900 Information Technology
  901 Acceptable Use of Computing and Electronic Resources Policy
  902 Statement of Confidentiality
  903 Information Security Policy
  904 Web Accessibility Standards
  905 Computer Lab Policies and Procedures
  906 Computer Purchasing Options
  907 Open Servers VLAN Policy
  908 Remote Access Policy
  909 Network Risk Assessment Policy
  910 Standards for Purchasing Classroom Technology Equipment
  911 Trusted Access Policy
  912 Virtual Private Network (VPN) Policy
  913 General Web Standards
  914 Wireless Networking Policy and Process
  915 E-Mail As Official Means of Communication
  916 Information Technology Governance Policy
1000 Audits
  1001 Financial and Operational Audits
  1002 Information Systems Audits
  1003 Bank Accounts, Cash Funds, and Investments
  1004 Accounting Systems and Procedures
  1005 Audit Follow-Up Policy