

LAKOTA/DAKOTA VALUES AND DIVERSITY

The Sitting Bull College learning community defines diversity as a collaborative effort to create, model, apply, and practice the Lakota/Dakota values, or virtues that are culturally identified ideals for being in this world. Rather than abstract and elusive philosophical principles to be strived after, however, these qualities are essential elements of one's everyday life. As the Lakota author Joseph Marshall points out,

They are instilled in us as firmly and as specifically as American courtesies like saying "please" and "thank you" . . . I knew growing up that at some point I was supposed to be the things I learned in the stories: compassionate, honorable, and brave, and so forth . . . The virtues espoused by the stories . . . are the foundation and moral sustenance of Lakota culture. (Marshall, *The Lakota Way* p. xiii).

There are numerous virtues, and while individuals may identify different virtues or order them variously according to significance, the underlying theme is always the same: expectations for individual behavior and character that ensure balance and well-being within society – human and beyond. In Marshall's words, "There is nothing more important."

The following Lakota/Dakota values have been adopted as a guide for students to follow during their educational journey at Sitting Bull College.

1. Wóohola (Respect): SBC family should be thoughtful and considerate towards property, policies and people including themselves, fellow students, faculty, staff, and visitors.
2. Wówačhaŋtognake (Generosity): SBC family should assist others in need without expecting anything in return.
3. Wówaunšila (Compassion): SBC family should display empathy for those less fortunate.
4. Wóowoŋaŋla (Integrity): SBC family should show [honesty](#) and [truthfulness](#) for their actions and work.
5. Wówačhiŋŋaŋka (Patience): SBC family should show endurance under difficult situations.
6. Wówičakŋe (Honesty) SBC family should display integrity, truthfulness and straightforwardness in their educational studies and activities.
7. Wóuŋšiič'iye (Humility): SBC family should be modest and respectful to themselves, fellow students, faculty, staff, and visitors.
8. Wóksape (Wisdom): SBC family should strive to gain the understanding to apply perceptions, actions, and judgment in a good way.
9. Wóohitike (Bravery): SBC family may face uncertainty and need to find courage in order to succeed.
10. Wówalitake (Fortitude): SBC family need to find the mental and emotional strength in difficult times.

Sources for the following list of values/virtues come from Joseph Marshall's book, *The Lakota Way: Stories and Lessons for Living* (New York: Penguin Compass 2002). Other useful sources discussing Lakota/Dakota values are *Land of the Spotted Eagle* (Lincoln: University of Nebraska Press 1978) by Luther Standing Bear, *Speaking of Indians* by Ella C. Deloria (University of Nebraska Press 1998, and *The Sioux* by Royal B. Hassrick (University of Oklahoma Press 1964). The spelling of the values here follows the *New Lakota Dictionary* (Bloomington, IN: Lakota Language Consortium 2008).

CODE OF CONDUCT

When students fail to maintain a reasonable standard of conduct on campus, at the instructional centers or at any college-sponsored activity, they may be subject to disciplinary action. Disciplinary proceedings shall commence only after the student has been counseled or warned about improper conduct.

SBC forbids the possession and/or use of alcohol and/or drugs on campus. Sitting Bull College will specify those standards of behavior, which it considers essential to its educational mission and its community life. These specific regulations shall be designed to represent reasonable standards of student conduct.

The following misconduct for which students are subject to college discipline applies to all times on campus and any off campus functions sponsored or supervised by the college.

1. Plagiarism is from a Latin word for kidnapper. The act of kidnapping is the act of stealing. To use someone else's ideas or words as one's own would qualify as having plagiarized or stolen their work. Plagiarism can be applied to written work (i.e., papers, diagrams, statistical tables), to material from the Internet, CD-ROM's or other electrical sources and to examinations and tests.
Penalties for plagiarism and cheating may include but are not limited to the following:
 - re-writing the assignment in question
 - receiving an "F" on the assignment or test in question
 - failing the course in which the assignment was submitted
 - academic suspension
2. Dishonesty, such as cheating or knowingly furnishing false information to the college.
3. Forgery, alteration, or misuse of college documents, records, or identification.
4. Obstruction or disruption of teaching, research, administration, disciplinary proceedings, or other college activities including its public service functions or of other authorized activities.
5. Physical, verbal, and/or cyber (as outlined by the social media network) abuse of any person or conduct, which threatens or endangers the health or safety of any such person.
6. Theft of or damage to property of the college, its Board, employees, students or visitors.
7. Unauthorized entry to or use of college facilities.
8. Intoxication from the use of alcohol or being under the influence of unlawful drugs, or unlawfully distributing, selling, or possessing drugs/alcohol on college property or at events sponsored by the college.
9. Failure to comply with directions of college official acting in performance of their duties.
10. Any act that injures, degrades, or disgraces, any fellow student or person attending the college.
11. Smoking in non-designated areas.
Penalties for items 2-11 may include but are not limited to the following:
 - Mandatory counseling
 - Failure of a course
 - Travel privileges revoked
 - Participation in college sponsored activities revoked
 - Academic suspension
 - Permanent expulsion

PROCEDURAL STANDARDS IN DISCIPLINARY PROCEEDINGS

In developing responsible student conduct, disciplinary proceedings shall commence only after the student has been counseled or warned about said conduct from the Vice President of Academics. The college will establish a method for imposing discipline, which complies with the requirements of due process. In all situations the student will be informed of the nature of the charges against him/her; that he/she be given an opportunity to refute them; that the institution not be arbitrary in its actions; and that there be provisions for appeal of a decision. The college has an obligation to specify those standards of behavior, which it considers essential to its educational mission defined as clearly as possible and interpreted in a manner consistent with principles of relevancy and reasonableness. Disciplinary proceedings will be instituted only for violations of standards of conduct.

ADMINISTRATION OF THE CODE OF STUDENT CONDUCT

1. The Vice President of Operations and/or Dean of Academics will be responsible for administering the Code of Conduct and for the general conduct of students. Any person who has knowledge of any such violations after referred to, as the Code, shall report all violations of law and the Code of Conduct herein immediately to the Vice President of Operations and/or Dean of Academics.
2. The Vice President of Operations and/or Dean of Academics will ensure that the best interest of any student charged with an offense is served by making use of appropriate counseling or other professional services deemed necessary. The Vice President of Operations and/or the Dean of Academics in seeking professional assistance and advice shall consult with a minor student's parent(s) or guardian(s).
3. In cases of violations of the Code, the Vice President of Operations and/or Dean of Academics will impose those sanctions, which he/she deems appropriate and will inform the student of the decision in writing. He/she will further inform the student charged with misconduct and the disciplinary action. He/she will further inform the student of his/her right of appeal to the Student Appeals Board. The Student Appeals Board shall sustain, modify, or overrule the decision of the Vice President of Operations and/or Dean of Academics.

STUDENT APPEALS BOARD

STUDENT CODE OF CONDUCT

PROCEDURE

The request for a hearing in front of a Student Appeals Board must be in writing to the Vice President of Operations will dealing with student services issues or the Dean of Academics when dealing with faculty or grading issues. It will be the Vice President of Operations or Dean of Academics responsibility to assemble the Student Appeals Board. The request for a hearing before the Student Appeals Board must take place within five (5) working days from receipt of written notification from the Vice President of Operations or Dean of Academics. If the student does not appeal within the appropriate time period, the decision of the Vice President of Operations or Dean of Academics will be final.

The student will be given written notice at least three (3) school days prior to the scheduled hearing.

1. Membership of the Student Appeals Board shall consist of:
 - a. One faculty selected by the Vice President of Operations or Dean of Academics
 - b. Two students - the President of the Student Government and one student at-large (selected by the student)
 - c. One Board of Trustees member
 - d. The Vice President of Operations or Dean of Academics (non-voting member)
 - e. One counselor selected by the Vice President of Operations or Dean of Academics
2. All members will have equal votes. The President of the Student Government will serve as Chairperson of the Board.
3. Three out of five voting committee members will make a quorum. In the absence of a Student Government President, the Vice President of Operations or Dean of Academics will designate an acting person from the Student Government.
4. A majority vote of those present will be required on all decisions of the Board.

POLICY

1. The student appealing before the Student Appeals Board shall have the right to be assisted in his/her defense by an advisor of his/her choice.
2. Burden of proof shall rest upon the college. Each official charging a student of misconduct must be prepared to substantiate the charge.
3. The student shall be given an opportunity to testify and to present evidence and witnesses. He/she shall have an opportunity to hear and question the adverse witnesses. The Appeals Board shall not consider statements against the student unless he/she has been advised of their content and of the names of those who made them. The student must be given an opportunity to rebut unfavorable inference, which might otherwise be drawn.
4. All matters upon which the decision may be based must be introduced as evidence at the Appeals Board meeting. The decision shall be based solely upon the evidence.
5. A qualified secretary will provide an accurate record of all proceedings. A tape recording will be authorized if requested by the accused.
6. Proceedings shall be orderly. If the Chairperson of the Board feels that any person present is disruptive he/she may be excluded from the hearing. Such disruptive conduct may be the basis for subsequent disciplinary action against such persons, including expulsion from college.

7. After the commencement of the hearing, the chairperson will notify the student that he/she may challenge, for stated causes, the qualification of any member sitting on the case. If the challenge is upheld by a majority vote of the Board members, the challenged member will be disqualified from sitting on the Appeals Board for that particular case.
8. The hearing shall be private if requested by the student charged.
9. A student may elect not to appear at the hearing, but the hearing will continue as scheduled. The Board members will base their decision on the evidence presented.
10. The recommendations of this committee will be given to the SBC President within five (5) working days of the hearing. The President will have an additional five (5) working days to decide whether to accept the recommendation of the committee or to render a different decision. The President will notify the student in writing within that time frame.
11. The decision of the President is final and there are no further means of appeal to be made.

WHAT CAN I DO IF I FEEL I AM BEING TREATED UNFAIRLY?

It is the policy of the College that all students have at their disposal specific and equitable procedures, which afford due process for resolving grievances.

A grievance is a result of an alleged unfair, inequitable or discriminatory interpretation, application, or implementation of college policy or procedure including the Statement of Non-Discrimination listed on page two of the *College Bulletin*. You may obtain a copy of the grievance procedure from the Office of the Vice President of Operations.

GRIEVANCE PROCEDURE

In a relationship of student to instructor and staff member of SBC, misunderstandings can develop. Therefore, it is imperative that a formalization of procedures be developed to disarm any situation that can develop and also give the student an avenue for correction of a problem. It is the intent of this policy to alleviate any feelings of retribution or prejudice that can arise from problem situations. To assist the student, instructor, staff member, and the college in arriving at a fair and unbiased decision, this procedure will strive to assist in resolving disputes and conditions.

1. **Initial Grievance:** The student must discuss the grievance with the instructor or staff member from whom the disagreement stems. If the matter cannot be settled at this point, the student then has the responsibility to confer with the Vice President of Operations or Dean of Academics. The student may ask one of the Counselors' to attend the meetings with the student.
2. **Submission of Written Grievance:** If the student is not satisfied with the verbal conference with the Vice President of Operations or Dean of Academics she/he must submit a written grievance to the Vice President of Operations or Dean of Academics within five (5) working days and she/he will receive a written response from the Vice President of Operations or Dean of Academics within five (5) working days.
3. **Grievance Committee:** If the student is not satisfied with the written response, she/he has five (5) working days to request in writing that a grievance committee hear the matter. This request is given to the Vice President of Operations or Dean of Academics and a hearing will be scheduled within five (5) working days.
The committee shall be comprised of the following:
 - a. Vice President of Operations or Dean of Academics

- b. One counselor selected by the Vice President of Operations or Dean of Academics;
- c. One faculty member selected by the Vice President of Operations or Dean of Academics;
- d. One staff member selected by the Vice President of Operations or Dean of Academics;
- e. One member of the SBC Student Government selected by the grieving student
- f. One Board of Trustees member

The decision of the committee is final. The Vice President of Operations or Dean of Academics will notify the student in writing within five (5) working days of the hearing.