

# STUDENT HANDBOOK

2024-2025



JOHN A. GUPTON COLLEGE

NASHVILLE, TENNESSEE

**This handbook is presented by the Student Development Services Committee in the interest of being of assistance in helping to meet the academic and social needs of the students at John A. Gupton College. Each student is responsible for becoming familiar with and respecting the guidelines as set forth in this publication.**

# **WELCOME**



**Welcome to John A. Gupton College. It is our purpose to assist you in accomplishing your career goals. I look forward to working with you as together we strive toward excellence.**

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## GENERAL INFORMATION

John A. Gupton College has a distinguished history. Founded in 1946 by John A. Gupton and Bernadean Gupton, the co-educational, non-segregated proprietary school in Nashville, Tennessee began offering a program of study leading to a diploma in the field of Mortuary Science. John A. Gupton College was incorporated as a non-profit organization in 1965. Originally located at 2507 West End Avenue, the College is now housed in a new, modern facility located at 1616 Church Street.

In keeping with the philosophy of educating the total person, John A. Gupton College has been accredited by both the Southern Association of Colleges and Schools Commission on Colleges\* since 1971 and the American Board of Funeral Service Education\* since 1946. The College offers an accredited Associate of Arts Degree in Funeral Service, an Associate of Applied Science Degree in Funeral Service, and a non-accredited Funeral Director Certificate program. The Certificate program meets the State of Tennessee educational requirements for a funeral director.

Gupton College was the first independent institution of funeral service education to earn regional accreditation and thus to be able to offer a course of study leading to the Associate of Arts Degree. The College's pursuit of regional accreditation indicates its role as a pioneer in the educational community which it serves.

The curriculum is designed on the collegiate level, with the dual purpose of fulfilling the needs of both the students who wish to eventually pursue other degrees and of those going directly into Funeral Service. Since 1968, Gupton graduates have been transferring to senior colleges and pursuing advanced degrees. To both groups, Gupton offers the opportunity for a liberal arts education, and the continuing commitment toward educating professionals who are capable of the change inherent in growth.

Located in the heart of Nashville's academic community, John A. Gupton College reflects a rich heritage of academic excellence and provides a facility that is comfortably conducive to effective learning. The new facility houses administrative offices, library, classrooms, science laboratory, marketing center, restorative art laboratory, preparation area, and a student lounge.

*\* See page 5 for Accreditation Statement*

## ACCREDITATION

John A. Gupton College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award the Associate Degrees. John A. Gupton College also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of John A. Gupton College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097, by calling (404) 679-4500, or by using information available on the SACSCOC's website ([www.sacscoc.org](http://www.sacscoc.org)).

John A. Gupton College and the Funeral Service Associate Degree programs offered by John A. Gupton College are accredited by the American Board of Funeral Service Education (ABFSE) 992 Mantua Pike, Suite 108 Woodbury Heights, New Jersey 08097 or call (816) 233-3747, Web: [www.abfse.org](http://www.abfse.org)

## MEMBERSHIPS

University Mortuary Science Education Association

National Funeral Directors Association

Tennessee Funeral Directors Association

Upper Cumberland Funeral Directors Association

Tennessee Funeral Supply and Sales Club

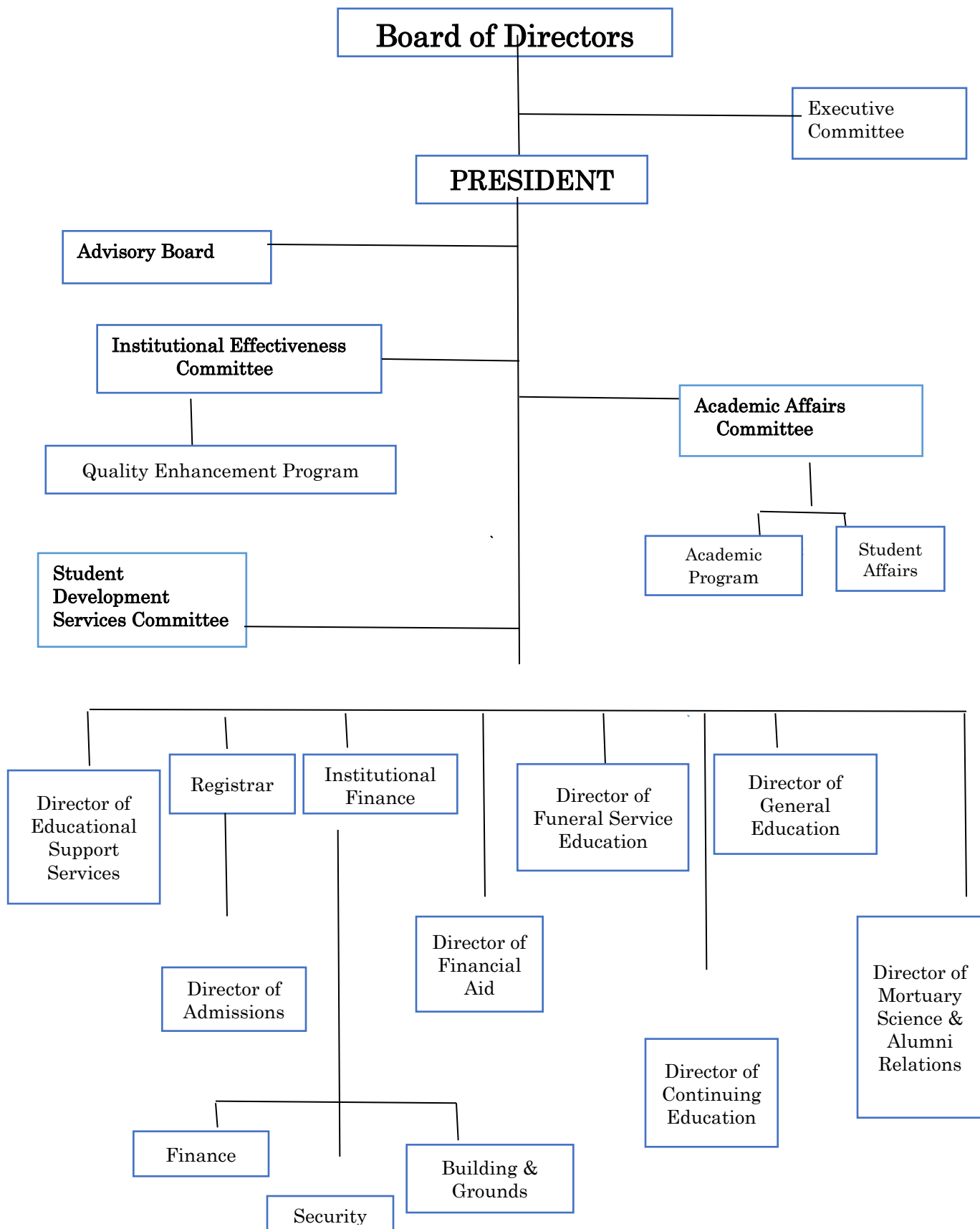
Tennessee Association of Student Financial Aid Administrators

Southern Association of Student Financial Aid Administrators

## **JOHN A. GUPTON COLLEGE IS APPROVED BY THE TENNESSEE HIGHER EDUCATION COMMISSION FOR VETERANS TRAINING**

John A. Gupton College does not discriminate on the basis of race, color, national origin, religion, age, disability, sex, sexual orientation, gender identity, marital status, or military service in the administration of educational or admissions policies or employment.

# ORGANIZATIONAL STRUCTURE OF JOHN A. GUPTON COLLEGE



## **STATEMENT OF PURPOSE**

The purpose of John A. Gupton College is to provide a basic liberal arts education as well as a professional curriculum in funeral arts and sciences. The course of study leads to the Associate of Arts Degree, the Associate of Applied Science, or a Certificate in Funeral Service. The liberal arts component is equally designed to serve as the foundation for the pursuit of other degrees.

### **STATEMENT OF OBJECTIVES**

John A. Gupton College has adopted two (2) primary objectives in order to achieve the purpose of the institution. These objectives are:

1. John A. Gupton College is committed to providing basic liberal arts educational opportunities:
  - by providing a curriculum consisting of general educational components
  - by providing opportunities for students to strengthen their skills in communication, both in writing and speaking
  - by familiarizing the student with significant accomplishments in the arts and sciences
  - by providing an environment of cultural and social diversity
  - by emphasizing the need for lifetime psychological well-being
  - by emphasizing logical thinking and fiscal responsibility.
  
2. John A. Gupton College is committed to the development of funeral service professionals:
  - by providing a curriculum in funeral service arts and sciences
  - by providing first-hand clinical experiences in embalming, restorative art, and Cremation
  - by placing the student in an off-campus practicum under the supervision of a preceptor
  - by graduating students who are marketable in the funeral profession
  - by preparing students to be able to perform satisfactorily on exams for professional licensure.

## **Philosophy of Funeral Service Education**

Recognizing the great demands placed on today's and tomorrow's practitioner of funeral services, Gupton College strives to educate the total person. Thus, the program is designed to include a liberal arts curriculum that constitutes the basic general education requirements of accredited colleges and universities and a professional experience that is the standard of excellence in the world of funeral service practice. Every effort is made to actively involve students in the multiplicity of actual funeral service operations. Building upon the advantage of a liberal arts foundation, a carefully planned professional education is set forth. Classroom theory in the funeral service arts and sciences is reinforced by the clinical program.

The College extends its services to the profession and at the same time fulfills its responsibility to the enrolled student by providing a 24-hour mortuary service. As the student earns upper-division status, he or she is assigned to a college-selected funeral home and designated preceptor for a carefully planned and follow-up externship. As a licensed funeral establishment, the College joins the caregiving function within the community while building the strength of philosophy and smoothness of technique within its students.

The central aim of John A. Gupton College is to have funeral service education personnel that are members of the human service profession, members of the community in which they serve, members that participate in the relationship between bereaved families and those engaged in the funeral service profession and knowledge of compliance and regulatory guidelines, as well as members that are sensitive to the responsibility for public health, safety, and welfare in caring for human remains.

Within this philosophy, Gupton College strives to achieve the following goals as expressed by the American Board of Funeral Service Education:

1. Explain the importance of funeral service professionals in developing relationships with the families and communities they serve.
2. Identify standards of ethical conduct in funeral service practice.
3. Interpret how federal, state, and local laws apply to funeral service in order to ensure compliance.
4. Apply principles of public health and safety in the handling and preparation of human remains.
5. Demonstrate technical skills in embalming and restorative art that are necessary for the preparation and handling of human remains.
6. Demonstrate skills required for conducting arrangement conferences, visitations, services, and ceremonies.
7. Describe the requirements and procedures for burial, cremation, and other accepted forms of the final disposition of human remains.
8. Describe methods to address the grief-related needs of the bereaved.
9. Explain management skills associated with operating a funeral establishment.
10. Demonstrate verbal and written communication skills and research skills needed for funeral service practice.

It is the commitment to educating the whole person that identifies Gupton College philosophy and the faithfulness of the College to the commitment which leads the graduate toward his or her career fulfillment.



## **Administration**

B. Steven Spann  
Donna Collard  
Tracy Hamm Allen  
Lisa Moffitt  
Pepper Bruce  
Joanna Hayes  
Melissa Bond  
Kimberly Seaman Carter  
Nicole Powers Allen

President  
Director of Funeral Service Education  
Director of Mortuary Science & Alumni Relations  
Registrar  
Director of Educational Support Services & Librarian  
Director of Financial Aid/Director of Title IV  
Director of Admissions  
Faculty  
Admissions

# STUDENT DEVELOPMENT SERVICES

The institution is committed to contributing to the cultural, social, moral, intellectual, and physical development of students. These services include:

## STUDENT DEVELOPMENT SERVICES COMMITTEE MEMBERSHIP

1. Lisa Moffitt	Chairperson	Registrar
2. Tracy Hamm Allen	Faculty	Funeral Service
3. Donna Collard	Faculty	Funeral Service
4. B. Steve Spann	Administration	President
5. Student Representative(s)	Student	Student Body

### Professional Enrichment

The College provides professional enrichment through lectures, field trips, seminars, and state and/or national conventions. Online students are notified of the opportunities to participate in each of the activities in conjunction with the campus-based students.

### Cultural Life

Located in a major metropolitan area, John A. Gupton College provides students with an excellent opportunity for cultural enrichment. Known as "Music City," Nashville provides exposure to various plays, concerts, lectures, art exhibits, museums, and recreational facilities. This exposure is available to online students when on campus.

### Health Services

John A. Gupton College values the well-being of each student. The Administration of the College will confer individually with both campus-based and online students and make referrals as needed. Quality providers of services are identified by the College, and referrals are provided to the student. Appointments are arranged by the student.

The campus of John A. Gupton College is located within a two-mile radius of emergency care facilities. Located approximately three city blocks from the campus is St. Thomas Midtown Hospital, which is the facility of choice for the College. Also, Vanderbilt Medical Center, a level three trauma center, is located within three minutes of the campus.

In the event of an emergency, illness, or injury involving students or faculty, the Saint Thomas Midtown Hospital Emergency Room would be notified by the office of the school to expedite awareness of the emergency. Any life-threatening emergencies would be handled by 911. It is expressly understood that the faculty and/or student has the responsibility to incur any cost from professional services rendered.

### Counseling and Career Opportunities

Confidential personal counseling is available to Gupton College campus-based and online students without charge. Quality providers of services are scheduled by appointment as arranged by the student. Gupton College values the mental and physical health of each student and makes referrals as needed. Students may contact the administration in person or electronically to request counseling and career assistance.

## **Student Lounge and Center**

A student lounge is provided, which is designed to promote leisure time and activities, group dynamics, and the development of interpersonal relationships, relaxation, and snack facilities. A virtual student lounge within the College's learning management system provides online students a platform for leisure time communication.

## **Financial Assistance**

Advising and counseling services are available to assist any student requesting financial assistance to attend John A. Gupton College. Financial assistance is available to all enrolled associate degree students. Students may access the financial aid services via the college website. Stafford and Plus loans are disbursed in two disbursements per semester. Eligible students can request a tuition payment plan. Semester tuition plans must be submitted before the first day of classes. The Funeral Director Certificate program does not receive financial aid.

## **Employment**

The funeral service profession provides many opportunities for employment while attending college. Students in both the campus-based and online programs should exercise caution from becoming overly committed. Part-time work is not advisable for any student who fails to maintain a 2.0 cumulative grade point average.

## **Student Government**

Formal student government exists in the form of elected student representatives serving on the Institutional Effectiveness Committee, as well as the Student Development Services Committee. Student representatives are elected during the fall semester. The College will appoint one student representative from the online program to serve as the online student representative. The online student representative will be listed with contact information in the virtual student lounge.

## **Safety and Security**

The College makes every attempt to provide a safe and secure environment for all members of the campus community. During student orientation, students are familiarized with campus safety and security procedures. Emergency fire and panic alert devices are provided in the physical plant.

Campus crime and fire statistics are maintained for the past three years in the librarian's office, posted under glass in the student lounge, and emailed to the Gupton College community annually. Safety precautions are provided within the Student Information System and the Learning Management System by providing access codes and off-campus system backups. All incidents of crime or fire on campus should be reported to the administrative office as soon as possible.

Timely warning responses will include one or more of the following ways: email, emergency text, or voicemail messaging system through Sonis System and posters/flyers. The Director of Funeral Service Education will be responsible for timely warnings being issued.

## **Automobile Registration**

John A. Gupton College provides a parking area for vehicles of enrolled students. Parking decals are provided to on campus students and must be displayed on student vehicles. There is a charge for additional parking decals.

## **Publications**

Major publications of the College include the College Catalog, Student, and Employee Handbooks. Special alumni newsletters are periodically prepared in conjunction with the Alumni Association and are sent to all institutional alumni and other interested parties in the interest of keeping the alumni apprised of institutional affairs.

## **Academic Concerns**

The faculty works with students at risk of having academic problems and are available to provide advice in regard to course load and other academic matters. The institution provides tutoring assistance for campus-based and online students led by the Director of Funeral Service Education to assist students in the academic program including individual and group study sessions. Students may contact the Director of Funeral Service Education at [collard@guptoncollege.edu](mailto:collard@guptoncollege.edu). via the open-door policy for campus-based students and electronically for online students. Online students have access to individual assistance as well as course study guides.

# INSTITUTIONAL GUIDELINES AND SERVICES

## **Professional Licensure Requirements by State**

Licensing requirements vary by state and can also be different for embalmers and funeral directors. Before enrolling in the program, use the provided link to research the professional licensure requirements in the state you are seeking to be licensed.

<https://www.nfda.org/careers/licensing-requirements>

## **Policies Regarding Fund Raising and Institutional Public Relations**

All fundraising efforts and formal institutional representation must be coordinated through the office of the President.

## **Student Identification**

Identification cards are provided to each student during the first semester. The students are required to have in their possession these official Gupton College ID Cards while on campus. These are designed to strengthen campus security as well as for general public identification. A photo ID is required for all students to access the institution's information and learning systems.

## **Student Lockers**

Student lockers are located in the student lounge and are available upon request for both campus-based and online students.

## **College Parking**

The College provides adequate parking space, which is located at the back entrance of the building. All students are required to register vehicles during registration. Any vehicles not duly registered or parked in a manner that does not expose the registration sticker will be towed at the expense of the owner. Vehicles must have the registration sticker displayed on the left rear of the vehicle, and cars should be parked accordingly. Parking accommodation will be available for online students for the on-campus requirement during the last semester.

## **Lost and Found**

Lost Books and articles should be turned in to the Administrative Offices. Every effort will be made to establish ownership. All unclaimed articles will be disposed of at the end of each semester.

## **Tobacco-Free Environment**

In the interest of health concerns, the use of tobacco products, smokeless or otherwise, is discouraged. Thus, the use of any tobacco products, smokeless or otherwise, is limited to the designated smoking area only. Included in this policy are any products that are intended to mimic tobacco products, contain tobacco flavoring, or deliver nicotine for the purpose of cessation.

Spitting on the parking lot or within the designated smoking area is strictly prohibited, and cigarette butts are to be disposed of in the designated container and not in the parking lot.

## Copyright Policy

John A. Gupton College is committed to supporting the copyright laws of the United States. This policy applies to all John A. Gupton staff, faculty, administration, and students in both the campus-based and online programs. Copyright protection applies to a variety of works, including but not limited to printed materials, video recordings, multimedia work, visual artwork, and digital and computer works and programs. Copyright is a form of protection set forth by Congress in the Copyright Act of 1976, the Digital Millennium Copyright Act (DMCA) of 1998, and the Technology Education and Copyright Harmonization Act (TEACH ACT) of 2002.

Copyright laws allow the owner of copyright the exclusive right to do and to authorize others to reproduce, prepare derivative works, distribute, perform, or display works. It is illegal for anyone to violate any of the rights provided by copyright law to the owner of the copyright.

There is a section of copyright law that allows fair use of copyrighted materials. There are four fair use factors, which include: a.) the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes; b.) the nature of the copyrighted work, c.) the amount and substantiality of the portion used concerning the copyrighted work as a whole, d.) the effect of the use upon the potential market for/ or value of the copyrighted work.

## STUDENT GOVERNMENT

Due to the brief tenure, students are involved in the governing of the institution through a formal representation of elected student representatives on the Institutional Effectiveness Committee and the Student Development Services Committee. Student representatives will be elected during the fall semester. One online student will be appointed and listed on the Virtual Student Lounge. The open-door policy of the Administration provides additional opportunities for both campus-based and online student input. While the relatively brief tenure of students precludes stand-alone student government, the students are a cohesive group with genuine concern for the institution and their fellow students.

## GRADUATION REQUIREMENTS

### Requirements for all Programs:

1. The last 15 semester hours on which a degree is granted must be done in residence at John A. Gupton College, except with written approval from the college's Academic Affairs Committee.
2. A student must complete a minimum of 50% of their coursework at John A. Gupton College.
3. Graduating students must have a cumulative 2.0 grade point average. All courses require a grade of "C" or better.
4. Accounts must be paid in Full.
5. A comprehensive examination in general education and professional education must be passed with a minimum score of 80% in each.
6. Specific Program Requirements:

<b>Associate of Arts Degree</b>	<b>Associate of Applied Science Degree</b>	<b>Funeral Director Certificate</b>
62 Semester Hours	60 Semester Hours	30 Semester Hours
Sit for a Licensing Board Examination taken before degree conferred	Sit for a Licensing Board Examination taken before degree conferred	Sit for Arts section of Licensing Board Examination before certificate conferred
Complete 25 clinical embalming cases and demonstrate skills	Complete 10 clinical embalming cases and demonstrate skills	N/A
Complete 5 clinical cremation cases	Complete 1 clinical cremation case	N/A

# ACADEMIC GUIDELINES

## Scholastic Integrity

Students enrolled in campus-based and online programs are expected to be honest in relationships with students and professors alike. Cheating or dishonesty in any form is considered unethical and unprofessional and will not be tolerated. Anyone witnessing such conduct should report it to the Administration or the instructor of the course. Matters involving questions of integrity will be referred to the Academic Affairs Committee, and appropriate action will be taken. Faculty members are required to carry out their duties in a professional, ethical, and collegial manner that will enhance the purpose of the institution.

## Study

Students are encouraged to make optimum use of every free moment. Successful students organize and plan to include adequate time for assignments and exams. Caution should be exercised regarding last-minute preparation. Cramming is an unwise and useless practice. Campus-based students should make use of the library, vacant classrooms, and other quiet areas that are ideal for study. Online students should schedule time wisely for study and use precautions to maintain timely course assignments.

## Availability of Faculty

The faculty, including full-time, part-time, and adjunct, will provide the students with a listing of office hours and telephone numbers so that conference sessions can be scheduled. Online faculty may be contacted via GuptonLearn (Moodle) as well as by email. Accessibility to students is essential to provide a comprehensive educational program.

## Attendance

A student missing more than three absences of classwork, regardless of the time of registration, will be dropped from the class and will receive a grade of "F" for the course. A student may be reinstated upon the recommendation of the Academic Affairs Committee. The attendance policy is effective for all programs offered at John A. Gupton College. Online attendance is considered weekly.

## Governance

The Catalog in effect at the time a student is admitted will govern program requirements for that student as long as he/she is continuously enrolled.

## Grading System

Letter grades are given in all coursework as follows:

The grade of **A** signifies the work of the highest caliber.

The grade of **B** denotes work of high quality.

The grade of **C** signifies average work.

The grade of **F** indicates failure.

The grade of **I** is issued for incomplete work due to extenuating circumstances.

**Note:** An **I** grade is conditional and must be removed within the first two weeks of the succeeding semester, or it automatically converts to an **F**.



At least one unit of evaluation is employed for each course credit hour. Mid-term deficiencies are reported to the Registrar.

### **Quality Points**

In addition to the grade assigned in each class, a student also receives quality points for his or her grade. The grades equate in the following manner:

- A. . . . . 4 quality points per semester hour
- B . . . . . 3 quality points per semester hour
- C . . . . . 2 quality points per semester hour
- F . . . . . 0 quality points per semester hour
- I . . . . . Incomplete

Students must have obtained a quality point average of at least 2.0 each semester and meet graduation requirements. The quality point average is determined by dividing the total number of quality points by the total number of hours attempted. When courses are repeated, only the highest grade will be used in determining the quality point average, and hours attempted will be used only once.

### **Academic and Financial Aid Progress**

Graduation requires a cumulative quality point average of 2.0. All students must maintain a cumulative 2.0 grade point average at the end of each semester.

Any student failing to achieve these cumulative GPAs and/or failing to pass 67% of classes taken will be placed on probation. If probation is not removed the following semester, the student will be placed on suspension at the end of the semester. Any exception must be made by the Academic Affairs Committee.

Students dropped from the College for scholastic reasons may apply for re-admission after the absence of at least one semester. Application for Returning Student is found at [www.guptioncollege.edu](http://www.guptioncollege.edu).

### **Academic Probation-Students Receiving Veteran Administration Education**

#### **Assistance**

All students in all programs receiving Veteran Training benefits must maintain a cumulative 2.0 grade point average at the end of each semester.

If the enrolled student does not fulfill the preceding academic standards as stated, the College will discontinue the certification of the student to the Veterans Administration.

#### **Guests**

Before inviting guests to attend class, the student must obtain permission from the instructor in whose class the guest wishes to attend and administrative office. Guests shall abide by all institutional guidelines. No guest is permitted in the preparation room at any time or for any reason. The institution does not provide on-site accommodation for children. Therefore, prior off-campus childcare arrangements must be made.

## **Class Meeting**

All classes begin as scheduled. If the instructor of any class happens to be late, the students must remain in the classroom until the class has been officially canceled or 20 minutes have elapsed. A student representative must notify the Administration before students leave the class or class dismissal.

## **Withdrawal**

Official withdrawal from the College or a course must be done through the Registrar. The withdrawal form can be found at [www.guptoncollege.edu](http://www.guptoncollege.edu) under the Admissions menu. The course/withdrawal fee of \$10 can be paid online at [www.guptoncollege.edu](http://www.guptoncollege.edu). A course dropped before the published date of withdrawal will be recorded with a grade of (W). Failure to notify the Registrar in writing will result in an (F) for the course. The College does not offer a leave of absence; students must withdraw and reapply for admission.

## **Course Load**

John A. Gupton College assigns credit hours per federal regulations. A credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates:

1. Not less than one hour of classroom or direct faculty instruction and a minimum of two hours out of class student work each week for approximately fifteen weeks for one semester and
2. At least an equivalent amount of work as required outlined in item 1 above for other academic activities as established by the institution, including laboratory work, practicum, clinicals, and other academic work leading to the award of credit hours.

Online students will be assigned work equivalent to items 1 and 2 above for each week of the semester.

The minimum course load for a full-time student is 12 hours per semester. A student may not register for more than 18 hours, including both on and off-campus courses, without written approval from the Registrar. All courses are offered at the collegiate level, and each student should give due consideration to the extent of outside employment and/or extracurricular activities.

## **Off-Campus Courses**

Work taken by a student at another college or university after the student's initial enrollment at John A. Gupton College will not be accepted or transferred unless the student has received prior written approval from the Academic Affairs Committee. A challenge exam must be passed for Anatomy, Chemistry, Microbiology, and Pathology before credit can be transferred to the College. All transfer courses require a "C" grade or better.

## **Final Examinations**

The scheduling of final examinations is the responsibility of the Registrar. No exam may be given earlier than the period designated by the Registrar. All students are required to take the final examinations as scheduled. Other arrangements must be approved in advance by the Registrar. Make-up exams require a \$75 fee, which must be paid to the business office by the student before the examination. All final examinations shall be retained for an additional semester.

If there has been no request for a review of an examination within this period, it may be discarded. Students enrolled in the Online programs will take Midterm and Final exams via Online Proctor.

### **Intellectual Property**

Any grant, contract, publication, or college-related activity involving John A. Gupton College will be under the discretionary control of the President. Any decision regarding purchases and disbursements of salaries funded by others must be approved by that office.

All materials purchased shall be the property of John A. Gupton College. The College claims sole prerogative overall rights for publications, inventions, or patents directly or indirectly resulting from externally or internally funded activities involving the College, as well as the use of any revenue derived from the creation and production of all intellectual property.

### **Embalming Clinical and Practicum Courses –AAS program**

The Embalming Clinical and Practicum Courses may be completed in the AAS program as follows:

Students working in a funeral home – Students working at a funeral home while attending the AAS program may complete Clinical and Practicum at a funeral home chosen by the student under the supervision and direction of a licensed funeral director or embalmer. Students may begin these courses any semester **after** completing the following:

1. the Student must be a registered apprentice in their state,
2. the College must inspect the funeral home facility and
3. the Student must be enrolled in or have completed Embalming I.

Students not working in a funeral home – Students not working in a funeral home will be required to complete these courses while on campus during the last semester of the AAS program. On-campus clinical and practicum may take two or three weeks to complete while on campus.

### **Confidentiality of Student Records**

The Family Educational Rights and Privacy Act of 1974 is a federal law that states:

- (a) that a written institutional policy must be established and
- (b) that a statement of adopted procedures covering the privacy rights of students be made available.

The law provides that the institution will maintain the confidentiality of student educational records. John A. Gupton College accords all the rights under the law to students who are declared independent. No one outside the College shall have access to nor will the College disclose any information from a student's educational record without the written consent of the student. Exceptions are personnel within the College, officials of other institutions in which the student seeks to enroll, persons from accrediting agencies carrying out their accreditation function, persons in compliance with a judicial order, and to protect the health and safety of the student and other persons in case of emergency. All exceptions are permitted under the Act.

Within the College community, only those members who act in the student's educational interest, including faculty, administration, clerical, and other persons who manage student records, are allowed access to the student's educational records.

At its discretion, the College may provide Directory Information in accordance with the Act, including student name, address, telephone number, date and place of birth, major field of study, dates of attendance, degrees, and awards received, the most previous educational agency or institution attended by the student and participation in officially recognized activities.

Students **have the right to** the following:

1. Withhold Directory information. Notify the Registrar in writing at registration each term.
2. Inspect and review the information contained in their educational records.
3. Challenge the contents of their educational records.
4. Have a hearing if the outcome of the challenge is unsatisfactory.
5. Submit explanatory statements for inclusion in their file if decisions of the hearing are unacceptable.

### **Educational Records Review**

Students wishing to review their educational records must make a **written request** to the Registrar of the College, in person or electronically, listing the specific item or items of interest. Only records covered by the Act of 1974 will be released. The President of the College will coordinate the inspection and review procedures for student educational records, which include admissions. Records will be made available within thirty days of the request. Students may have copies made of their records with certain exceptions (e.g., a copy of the academic records for which a financial hold exists or a transcript of an original document that exists elsewhere). These copies may be made at the student's expense at prevailing rates. Educational records do not include records of instructional, administrative, and educational personnel, which are the sole possession of the maker and are not accessible or revealed to any individual except a temporary substitute; records of the law enforcement unit; student health records, employment records, or alumni records. Health records, however, may be reviewed by physicians of the student's choosing.

Students **may not** have the rights to the following:

1. Financial information submitted by their parents.
2. Confidential information associated with admissions.
3. Confidential information regarding employment or job placement.
4. Confidential information regarding honors to which they have waived their rights to inspect.
5. Educational records containing information about more than one student.

The College is not required to permit students to inspect and review confidential letters and recommendations placed in their files before January 1, 1975, provided those letters were collected under established policies of confidentiality and were only for the purposes for which they were collected.

All student records are maintained in perpetuity and secured from theft, alteration, and damage. Current student records are maintained in a locked file room in fire-resistant cabinets. Complete backups of official student academic records, including transcripts, officially signed grade records, and graduation lists, are secured on hard copy in a file proof file cabinet and housed

in a safety deposit box maintained at Wilson Bank and Trust, West End Avenue Branch, as well as electronically in the cloud. All other student and institutional records will be maintained for at least 5 years after graduation or the date of last attendance.

### **Amend Education Records**

Students who believe that their educational records contain information that is inaccurate or misleading or is otherwise in violation of their Privacy Act or other rights may discuss their problems informally with the Registrar of the College. If the Registrar's decisions are in agreement with the student's requests, the appropriate records will be amended. If the Registrar's decisions are not in agreement with the student's request, the student will be notified within a reasonable period of time that the records will not be amended, and they will be informed of their right to a formal hearing.

### **Disclosure of Information**

The annual passage rate of first-time takers on the National Board Exam for the most recent three-year period for this institution and all ABFSE-accredited funeral service education programs is posted on the ABFSE website [www.abfse.org](http://www.abfse.org)

In accordance with the Student Right-To-Know Campus Security Act of 1990, the College publishes a range of crimes and other violations of the law on its campus. Disclosure information is displayed in the student lounge bulletin board under glass and disseminated to the campus community on an annual basis.

### **Affirmative Action for Students**

John A. Gupton College is committed to providing quality educational programs and opportunities for all persons. To this end, Gupton College is committed to affirming equal employment opportunity and nondiscrimination for all qualified persons, regardless of race, color, national origin, religion, age, disability, sex, sexual orientation, gender identity, marital status, or military service in the administration of educational or admissions policies or employment.

All admission policies, procedures, tests, and printed materials shall be reviewed continuously by the institution for cultural and sexual bias. The criteria for awarding financial aid shall be equivalent to all groups regardless of age, sex, or minority status.

# **LIBRARY AND EDUCATIONAL SUPPORT SERVICES**

The library of John A. Gupton College is centrally located and is easily accessible from the Administrative Offices of the College, the main classroom, and the student lounge. The location is designed to encourage student use of the library for recreational reading, study, reference, and utilization of information resource technology. This allows students and faculty almost instant access to Educational Support Services and materials in a comfortable facility conducive to learning.

The library is designed to provide support for the basic liberal arts' educational component as well as the development of funeral service professionals. The library is also committed to empowering the student with skills that will enable him or her to research a topic and assemble information. The library provides opportunities for students to seek truth and to promote intellectual, cultural, social, and ethical development.

Learning resources may be recommended for inclusion in the library by students, faculty, or staff. Final decisions on resource acquisitions are made by the Librarian. This practice ensures the inclusion of materials that are appropriate to the academic needs of the College as well as meeting the wishes of the library's patrons. Acquisitions are governed by the John A. Gupton College Book Selection Criteria, which can be found in the Educational Support Services Manual. Library resources consist of books, journals, audio-visual media, and computer software. Currently, 5,200 items have been cataloged by Anglo-American Cataloging Rules and arranged by Dewey Decimal classification. The journals and magazines are also organized in alphabetical order by the publication title. Titles within the Library's collection is searchable from any computer via LibraryWorld.com. The physical items within the library's collection may be searched by title, author, subject, and ISBN. The students receive information on the use of the library as part of the Orientation presentation for new students. Instruction in library orientation and access is also provided in class lectures and on an individual basis as needed by any student or member of the faculty. The library computers provide access to the Internet. The College has a reciprocal agreement with Tennessee State University Library. NewsBank and the Tennessee Electronic Library provide electronic bibliographic databases that are rich in funeral service and other social issues.

Online students needing to access library resources may contact the Librarian to have resources shipped to the student. Utilization of the library necessitates respect for others. There is to be no smoking, eating, or drinking in the library. A quiet atmosphere should exist, which will promote concentration and learning.

## **Information Technology**

Information technology, such as computers and printers, is available at the library to be used by faculty and students. The Librarian will provide guidance and assistance in the use of information technology.

Currently, the library has six computers that permit access to education, reference, entertainment, and office software packages. The computers are equipped with a laser printer. The library has a copier for document reproduction and provides internet access with wireless capabilities.

## Information Technology Resources Systems Policy

Time allocated for the use of library information technology resources such as computers, computer software, shared drives, and printers will be determined by the Librarian and Director of Educational Support Services. Priority will be given to usage which is compatible with the academic and professional goals of the College.

1. Priority is given to the students about allocation and use of Information Technology Resources located in the library.
2. Student academic usage has priority over other types of activities. In the unlikely event that all computer stations are in use, individual student usage will be limited to one (1) hour.
3. Faculty will have access to the computer stations in the administrative offices.

The Information Technology Resources Policy is evaluated by the annual Library Evaluation Form. The responses are provided to the Director of Educational Support Services by the Administration to ensure academic and administrative needs are being addressed.

**Library Hours**            8:30 A.M. to 8:30 P.M. Monday & Tuesday  
                                      8:30 A.M. to 4:30 P.M. Wednesday & Thursday

## Technology Competency Requirements

Students should have proficient knowledge of Microsoft Word, Excel, PowerPoint, email, and scanning capabilities. New students will be assigned a Gupton College email, which will be activated during initial registration and will remain active 6 months after last enrollment.

## Technology Requirements for All Programs at John A. Gupton College

Technical Requirements	Testing System
	ExamSoft (Exemplify)
	<i>Requirements</i>
<b>Web Camera-all users</b>	1280 x 768 at least and scaling set to 100% (Virtual cameras are not supported)
<b>Windows Users</b>	<b>Operating Systems Supported:</b> 64-bit versions of Windows 10 and Windows 11, S mode not compatible; only genuine versions of Windows Operating Systems are supported
<b>Mac Users</b>	<b>Operating Systems Supported:</b> Big Sur, Monterey, Ventura, and Sonoma are only genuine versions of Mac operating system. <b>Processors:</b> Apple's M1 and M2 and Apple Rosetta 2 are supported.
<b>Internet Upload speed</b>	2.5 Mbps
<b>RAM</b>	8GB or higher is recommended; 4GB is required
<b>Systems not supported by Exemplify app</b>	Google Chromebooks, Android tablets, iOS tablets, Linux operating systems, Microsoft surface RT, Microsoft's virtual machine, iPads, and mini Ipads. Exemplify is also not compatible with virtualized environments that require persistent network connections which may include: VMWare, Parallels, Citrix workspace, virtual desks, and streamed images.
<b>*CAUTION: Students using " Mac Operating Systems" must ensure they WILL update to the most current IOS version. Operating Systems NOT supported by the testing platform: High Sierra (10.13), Mojave (10.14), and Catalina (10.15) **Examsoft/Exemplify supports only the 3 recent operating systems of Windows and Mac.</b>	
<b>LMS systems</b>	<b>Browsers that can be used for the LMS systems</b>
<b>SonisWeb and Gupton Institute</b> ( <a href="https://guptonsonis.jenzabarcloud.com">https://guptonsonis.jenzabarcloud.com</a> ) ( <a href="https://guptoninstitute.net">https://guptoninstitute.net</a> )	Google Chrome and Mozilla Firefox can all be used as the browser for these programs.

*Effective: 12/18/23 Examsoft has discontinued support for MacOS 11 Big Sur and Windows 11 21H2 per their policy of support*

## **Data Security Policy**

John A. Gupton College prohibits unauthorized access to college assets. All personal and confidential information used by the College is stored in a locked file room/cabinet, and all electronic data is securely stored off-site and is encrypted and password protected. Students and employees are provided with secure login and passwords to access the information systems used by the College. Passwords are recommended to be changed periodically and never given to anyone. Implementation of the security policy's usernames, passwords, and data protection is administered and monitored by the admissions office.



## DRESS CODE

The dress code at John A. Gupton College is established to present an atmosphere of professionalism. A career in funeral service places the practitioner in the eye of the public, and, therefore, from the day a person commits to such a life, the practitioner is expected to exhibit exemplary appearance in relation to attire and personal grooming. The following shall constitute acceptable guidelines.

**Dressing for success in funeral services is not a recommendation; it is a requirement.** Clothing need not be expensive but rather well coordinated and conservative to present a professional image. Requests for any alteration to the dress code due to medical, religious, or other legally protected reasons must be made to the Registrar.

Online students are required to follow the dress code during all proctored exams and while on campus.

Students are required to wear a matching business suit (pants/modest-length skirts and matching jacket) in conservative colors such as navy, black, dark gray, and brown. A conservative dress shirt, buttoned with a tie or conservative blouse buttoned, coordinated hose/socks, and shoes.

- No casual, rough leather shoes or boots, or casual shoes such as sandals, clogs, crocs, canvas shoes, tennis shoes, or flip-flops of any type. Shoes must coordinate with the suit, and heels must not exceed 2 inches. Hose and socks must be without conspicuous ornamentations or patterns.
- Casual garments, such as sweatshirts, hooded jackets, tee shirts, golf shirts, or jeans, are not permitted.
- Writing or logos on clothing are not acceptable.
- Facial hair, including beards and mustaches, must be neatly trimmed with boarders trimmed and shaved daily. Facial hair must be less than one inch in length.
- Hair must be clean and neatly trimmed. Hair should be natural and professional in appearance. Sideburns are to be thinned and trimmed at the mid-ear level.
- Nails should be neatly trimmed and filed to finger-end length.
- The use of colognes, aftershave, or other perfumes and fragrances should be avoided.
- Ornamental jewelry should be minimal.
- Tattoos and body piercings that are publicly visible are not permitted.

# LEGAL, MORAL, AND ETHICAL STANDARDS

## Institutional Safety Plan

All buildings must be annually inspected by the Fire Marshall's Office and must meet all fire and safety codes. Thus, the College is in complete compliance. In addition, the State Department of Public Health annually inspects the water system and backflow.

The building contains fire extinguishers in appropriate areas of the building. These are serviced quarterly and are located in conspicuous positions. The laboratories are easily vented by windows. The building has multiple exits; these exits are free and clear and provide easy access in the event of a fire or another emergency.

The laboratories contain a first aid kit. The general science laboratory and mortuary science laboratory contain a combination shower/eyewash station. Eye goggles are available as required. The mortuary science laboratory also contains sterilization equipment to prevent the spread of disease. The buildings are well-lit, and the grounds are free from clutter and clearly visible. Landscaping is a low profile to avoid areas of potential threat. The College provides private armed security during the normal hours that classes are in session.

The safety plan includes the following schedule of inspections:

Fire inspection	Annually by the Fire Marshall's office
Buildings	Annually by building codes
Water and sewer	Annually by the State Board of Public Health
Fire extinguishers	Serviced annually by State Systems Inc.
Smoke alarms	Checked quarterly by the President
Fire exits	General housekeeping, inspected daily

Faculty and students will be apprised of all safety and health concerns. Special safety instructions regarding special equipment will be the responsibility of the instructor in charge of a particular area. Safety concerns will be reviewed with the faculty and staff at annual faculty/staff meetings and with students during orientation.

The Administration reviews the safety and security plan annually and notes any changes or additions that should be included in the student orientation program and/or called to the attention of the faculty at large.

In accordance with the Student Right-To-Know and Campus Security Act of 1990, the College publishes the range of crimes and other violations of the law on its campus. This information is displayed in the student lounge bulletin board under glass and provided to the campus community electronically on an annual basis.

## Student Conduct

All students, whether campus-based or online, are expected to maintain acceptable standards of personal conduct and honesty. The use of the Internet, in general, and social media sites by students as a venue for discussing any aspect of the care of deceased human beings in which the topic of discussion is of a sensitive and confidential nature is strictly prohibited. Online students must communicate using open forums with faculty and students in a professional and

ethical manner. Any student whose conduct is considered harmful to the rights of others, or the reputation of the College or funeral service will be subject to suspension or expulsion.

## **Intoxicants**

No student will be allowed on campus or to attend Gupton College while under the influence of any kind of intoxicant or drugs except those prescribed by a physician. Such action is viewed by the College as grounds for possible student dismissal. The College maintains a Drug and Alcohol Abuse Prevention Program (DAAPP) that may be found on the College website at [www.guptoncollege.edu](http://www.guptoncollege.edu). The Registrar electronically provides to the campus community annually.

## **Classroom**

Food or drink is not allowed in the classroom, laboratories, and library.

**Cell phones** should be turned off or silenced and put out of sight while in the classroom, laboratory and library, and while taking any exams.

## **Areas of Misconduct**

The following areas of misconduct are identified to clarify the definition of unacceptable student conduct for campus-based and online students:

1. Conduct dangerous to others. Any conduct which constitutes a serious danger to any person's health, safety, or personal well-being, including physical abuse or immediate threat of abuse.
2. Hazing. Any act of hazing of any variety by an individual or group.
3. Disorderly conduct. Any individual or group behavior that is abusive, obscene, lewd, indecent, violent, excessively noisy, disorderly, or which is unreasonably disturbing to other individuals.
4. Obstruction of or interference with institutional or College activities or facilities. Any intentional interference with or obstruction of any institutional or College activity, program, event, or facility, including the following:
  - a. Any unauthorized occupancy of facilities owned or controlled by the College or blockage to and from such facilities.
  - b. Interference with the right of the College or institutional member or other authorized people to gain access to any activity, program, event, or facility sponsored or controlled by the College.
  - c. Any obstruction or delay of a College official or local authorities in the performance of his or her duty.
5. Misuse of or property damage. Any act of misuse, vandalism, malicious or unwarranted damage or destruction, defacing, disfiguring, or unauthorized use of property belonging to the College, including, but not limited to, fire alarms, fire equipment, telephones, college keys, library materials, and safety devices; and any such action against a member of the College community or guest of the College.
6. Theft, misappropriation, or unauthorized sale. Any act of theft, misappropriation, or unauthorized possession or sale of College property or any such action against a member of the College community or guest of the College.
7. Misuse of documents or identification cards. Any forgery, alteration of, or unauthorized use of College documents, forms, records, or identification cards, including providing false information or withholding of necessary information in

- connection with a student's admission, enrollment, or status in the College.
8. Firearms and other dangerous weapons. Any unauthorized or illegal possession of or use of firearms or dangerous weapons of any kind.
  9. Explosives, fireworks, or flammable materials. The unauthorized possession, ignition or the detonation of any object or article which could cause damage by fire or other means to persons, property, or possession of any substance which would be considered to be used as fireworks.
  10. Alcoholic beverages. The use and/or possession of alcoholic beverages on College-owned or controlled property.
  11. Drugs. The unlawful possession or use of any drug or controlled substance (including any stimulant, depressant, narcotic, or hallucinogenic drug or substance or marijuana) or sale or distribution of any such drug or controlled substance.
  12. Unacceptable conduct in hearings. Any conduct at a College hearing involving contemptuous, disrespectful, or disorderly behavior, or the giving of false evidence at any hearing.
  13. Gambling. Gambling in any form, including lotteries, giveaways, and door prizes.
  14. Failure to cooperate with College officials. Failure to comply with directions of College officials acting in the performance of their duties.
  15. Violation of general rules and regulations. Any violation of the general rules and regulations of the College as published in any official College publication, including the intentional performance of any prohibited action.
  16. Attempting and/or Aiding and Abetting the commission of offenses. Any attempt to commit any of the foregoing offenses. (An "attempt" to commit any offense is defined as the intention to commit the offense coupled with taking some action toward its commission).
  17. Violations of state and federal laws. Any violation of state or federal laws or regulations prescribing conduct or establishing offenses, which laws and regulations are incorporated herein by reference.
  18. Academic and classroom misconduct. Disruptive conduct or conduct which violates the general rules and regulations of the College.
  19. Plagiarism, cheating, and other forms of academic dishonesty. Any form of academic dishonesty is prohibited.

**Director of Financial Aid/Title IX Coordinator, Joanna Hayes (615) 327-3927**  
[hayes@guptoncollege.edu](mailto:hayes@guptoncollege.edu)

### **Sexual Harassment**

Sexual harassment is reprehensible and will not be tolerated by John A. Gupton College. It subverts the mission of the College and threatens the careers, educational experience, and well-being of students, faculty, and staff. Relationships involving sexual harassment or discrimination have no place within the College. John A. Gupton College will not tolerate sexual harassment of its employees or students by anyone, including, but not limited to, supervisors, faculty, staff, students, or alumni. Sexual harassment is an insidious practice that demeans individuals and creates unacceptable stress for the entire organization. Those who are found to have sexually harassed others will be dealt with swiftly and vigorously.

Harassment based on sex is a violation of Section 704 of Title VII, 42 U.S.C. No member of the John A. Gupton College community, which includes campus-based and online students,

shall engage in sexual harassment. For this policy, sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

### **Sexual Misconduct**

Sexual misconduct is defined as any physical act of a sexual nature perpetrated against an individual without consent or when an individual is unable to freely give consent. Acts of a sexual nature include but are not limited to, touching or attempted touching or/an unwilling person's personal areas. Sexual misconduct also includes sexual exploitation, gender-based relationship violence, and gender-based stalking. These acts may be accompanied by the use of coercion, intimidation, or advantage gained by the use of alcohol or other drugs. Consent is defined as each participant giving affirmative decisions to engage in mutually acceptable sexual activity given by clear action of words in every instance. The informed decision must be made freely and actively by all parties, and the decision must be made verbally by both parties.

Sexual misconduct is a form of sexual harassment that is prohibited under federal law and College policy. Any act of sexual misconduct must be reported to the College administration for appropriate action. Federal regulations also protect against retaliation directed at any individual who files a complaint under this policy or participates in a complaint investigation.

### **Licensing Board Exam Security**

The NBE is a professional licensing exam, and candidates are expected to conduct themselves as professionals in preparing for and taking the exam. The International Conference of Funeral Service Examining Boards (ICFSEB) maintains rules and procedures for the examination. Any attempt to reproduce exam content in any form or discussion of exam content is a violation of exam security. Violations of exam policies may result in invalidation of your exam scores and denial of licensure.

## DISCIPLINARY SANCTIONS

Upon determination that a student has violated any of the rules, regulations, or disciplinary offenses set forth in the Rules of Conduct, the following sanctions may be imposed for both campus-based and online students:

1. Restitution. A student having committed an offense against property may be required to reimburse the College or owner for damage to or misappropriation of such property. Any such payment in restitution shall be limited to the actual cost of repair or replacement.
2. Warning. The appropriate College official may notify the student that the continuation or repetition of specified conduct may be cause for other disciplinary action.
3. Reprimand. A written reprimand or censure may be given to any student whose conduct violates any part of the College Rules of Conduct. Such a reprimand does not restrict the student in any way but does have important consequences. It signifies to the student that he or she is, in effect, being given another opportunity to conduct himself or herself as a proper member of the College community but that any further violation may result in serious penalties.
4. Restriction. Restrictions of privileges may be placed upon a student for a specified period of time. These restrictions may include, for example, denial of the right to represent the College in any way, denial of use of the facilities, and/or limitations of parking privileges.
5. Probation. Continued enrollment of a student on probation may be conditioned upon adherence to the Rules of Conduct. Any student placed on probation will be notified in writing, which will include the terms and length of probation. Probation may include restrictions as deemed necessary by the College. Any conduct in violation of the Rules of Conduct while on probationary status may result in the imposition of a more serious disciplinary sanction.
6. Suspension. Should a student be suspended, he or she is separated from the College for a stated period of time with conditions of re-admission stated in the Notice of Suspension Letter.
7. Expulsion. Expulsion entails a permanent separation from the College. The imposition of this sanction is a permanent bar to the student's re-admission to the College.

# DRUG-FREE COMMUNITIES STATEMENT

This statement is being distributed to all John A. Gupton College employees, including faculty, staff, and students, in compliance with the provisions of the Drug-Free Workplace Act of 1988 (41 U.S.C. 701, et. seq.) and the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. 3171, et. seq.)

## I. Policy

It is the policy of Gupton College to prohibit the illegal use, abuse, manufacture, possession, sale, or distribution of alcoholic beverages or any controlled substances, including stimulants, depressants, narcotics, hallucinogenic drugs, or substances or marijuana on College-owned, controlled, or temporarily leased property. Such use, sale, or distribution is also prohibited during any College-related activity, including off-campus trips. All employees and students are subject to applicable federal, state, and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary actions as outlined in the "Student Conduct" and "Disciplinary Sanctions" sections of the Student Handbook.

## II. Legal Sanctions

Various federal, state, and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess with the intent to manufacture, distribute, dispense, deliver, or sell controlled substances.

The penalty imposed depends upon many factors, which include the type and amount of controlled substance involved; the number of prior offenses, if any; whether death or serious bodily injury results from the use of such substance; and whether any other crimes were committed in connection with the use of such substance. Possible maximum penalties for a first-time offender include imprisonment for any period of time up to a term of life imprisonment, a fine of up to Four (4) Million Dollars, supervised release, or any combination of the above. The sanctions are doubled when the offense involves either of the following:

- A. Distribution or possession at or near a school or college campus.
- B. Distribution to persons under 21 years of age (repeat offenders may be punished with a greater extent, as provided by statutes).

Further, a civil penalty of up to \$10,000 may be assessed for simple possession of "personal use amounts" of certain specified substances under Federal Law.

Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor; if there is an exchange between a minor and an adult at least two years the minor's senior, the offense is classified as a felony, as provided in T.C.A. 39-17-417 (21 U.S.C. 001, et.seq.; T.C.A. 39-17-417).

It is unlawful for any person under the age of 21 to buy, possess, transport, or consume alcoholic beverages, wine, or beer. Such offenses are classified as Class A misdemeanors punishable by imprisonment for not more than 11 months and 29 days, or a fine of not more than \$25,000, or both (T.C.A. 1-3-113; 57-5-301).

Furthermore, it is an offense to provide alcoholic beverages to any person under the age of 21. Such an offense is classified as a Class A misdemeanor (T.C.A. 39-15-404).

The offense of public intoxication is a Class C misdemeanor and is punishable by imprisonment of not more than 30 days or a fine of not more than \$50, or both (T.C.A. 39-17-310).

### III. Institutional Sanctions

Gupton College will impose the appropriate sanctions on any employee or student who fails to comply with the terms of this policy.

#### Employees:

As a condition of employment, each employee, including student employees, must abide by the terms of this policy and must notify the institution of any criminal drug status conviction for a violation occurring in the workplace no later than five (5) days after a conviction. A conviction includes a finding of guilty, a plea of *nolo contendere*, or imposition of a sentence by any state or federal judicial body.

Possible disciplinary sanctions for failure to comply with the terms of this policy, including failure to notify of conviction, may include one or more of the following:

1. Termination
2. Suspension
3. Mandatory participation in and satisfactory completion of a drug/alcohol abuse program
4. Recommendation for professional counseling
5. Referral for prosecution
6. Letter of warning
7. Probation

#### Students:

Possible disciplinary sanctions for failure to comply with the terms of this policy may include one or more of the following:

1. Expulsion
2. Suspension
3. Mandatory participation in and satisfactory completion of a drug/alcohol abuse program
4. Referral for Prosecution
5. Probation
6. Warning
7. Reprimand



# STUDENT COMPLAINTS and GRIEVANCES

All students are assured of a process to seek remedy for complaints and grievances that occur within the institutional community. This process will provide a meaningful forum for filing both Formal and Informal complaints. Students with complaint issues should resolve those issues, if possible, on an informal basis without the filing of a formal complaint. The Administration of John A. Gupton College has an open-door policy that allows access to the faculty and administration at any time for students to discuss any problems of an academic or personal matter. The administration may be contacted in person or by electronic means via GuptonLearn (Moodle) as well as by email. Student complaints may involve a faculty member, a non-faculty member, another student, as well as the College. Complaints within the institutional community will be handled as follows:

## Academic Affairs Committee:

Academic and personal issues may be resolved through the Academic Affairs Committee. Issues dealing with grades, courses, academic suspension, and personal issues should be presented to the Academic Affairs Committee by completing the Academic Affairs Committee Request Form. The Committee will meet within five (5) business days to discuss the issue, and the resolution will be acknowledged to the student the same day.

## Informal Complaints Procedures:

1. The student has seven (7) business days from the incident to resolve the matter informally with the individual associated with the complaint or by seeking informal assistance from a member of the faculty or administration as soon as possible.
2. Should this process not result in a resolution of the issue, the student may proceed to the formal complaint procedure.

## Formal Complaints Procedures:

1. The student must file a formal complaint within ten (10) business days of the incident by requesting a [Student Complaint/Grievance Form](#) from the Administrative Office in person or electronically.
2. This form must be completed and returned to the Administration ([spann@guptoncollege.edu](mailto:spann@guptoncollege.edu))
3. All formal complaints will be reviewed and investigated by the Academic Affairs Committee. The AAC may request to meet with all parties involved in the complaint.
4. The student will be notified in writing, within 10 business days, of the actions taken by the Committee.

## Appeals Procedures:

1. The student may appeal, within five (5) business days, the decision of the Academic Affairs Committee to the College President. Only the student has the right to appeal.
2. The sole discretion of the College President's appeal process may be held in one of two ways: A. The President will review the information and make the final decision, or B. The President will appoint a separate committee to make the final decision.
3. Whichever process is chosen by the College President, the decision of the complaint appeal is final.

Retaliation against a student for filing a complaint is strictly prohibited.

John A. Gupton College's goal is to resolve student complaints in a friendly, fair, and efficient manner. The first step for students who desire to resolve a complaint is to follow the College's internal student complaint/grievance procedure contained in the Student Handbook. If the complaint is not resolved satisfactorily internally, the student may file a complaint with the **State of Tennessee Division of Consumer Affairs** at [www.tn.gov/consumer](http://www.tn.gov/consumer).

If a complaint is related to the quality of education or accreditation requirements, the student should file a complaint with the accrediting agency, the **Southern Association of Colleges and Schools Commission on Colleges** at [www.sacscoc.org](http://www.sacscoc.org) and follow the complaint policy.

If a complaint is related to the application of state laws or rules related to approval to operate or license of the professional program, the student should file a complaint with the appropriate board with the **State of Tennessee Government** to be reviewed. Students should review the State website [www.tn.gov](http://www.tn.gov) and search for the appropriate division for the procedures related to the complaint. If the student has complaints related to state consumer protection laws, then the complaint needs to be filed with the **Tennessee Division of Consumer Affairs** and shall be reviewed and handled by that unit of government. [www.tn.gov/consumer](http://www.tn.gov/consumer).

If a complaint is related to a clinical/practicum site within the student's state of residence, the student may file a complaint with the regulatory board of that state. Contact information for each state regulatory board may be accessed through <http://www.nfda.org/careers/licensing-requirements>.

### **Community Accountability-Whistleblower Policy**

John A. Gupton College is committed to providing all students, faculty, alumni, vendors, and guests with a safe and productive environment. If anyone has reason to believe or reasonably suspect that the college or any of its agents is acting contrary to any applicable federal, state, or local laws or regulations or contrary to any established college policy, that person may report such action or activity without fear of reprisal or retaliation.

### **Complaint Resolution Policies and Procedures for Non-Tennessee Resident Students in State Authorization Reciprocity Agreement States, commonly known as SARA.**

Student complaints relating to consumer protection laws that involve distance learning education offered under the terms and conditions of the State Authorization Reciprocity Agreement (SARA) must first be filed with the institution to seek resolution.

Complainants not satisfied with the outcome of the Institution's internal process may appeal, within two years of the incident about which the complaint is made, to the Tennessee Higher Education Commission (<https://www.tn.gov/thec/bureaus/student-aid-and-compliance/postsecondary-state-authorization/request-for-complaint-review.html>).

For purposes of this process, a complaint shall be defined as a formal assertion in writing that the terms of SARA or the laws, standards, or regulations incorporated by the SARA Policies and Standards (<http://www.nc-sara.org/content/sara-manual>) have been violated by the institution operating under the terms of SARA.

For a list of SARA member States, please visit the NC-SARA website (<http://nc-sara.org/sara-states-institutions>). Students residing in non-SARA states should consult their respective State of residence for further instructions for filing a complaint.

## **Anti-Discrimination Policy and Procedures for Resolving Complaints**

### **Policy Statement**

John A. Gupton College is committed to providing a learning environment that is free from illegal discrimination on the basis of race, color, national origin, religion, age, disability, sex, sexual orientation, gender identity, marital status, or military service. The College will not tolerate illegal discrimination in any form.

### **Procedure**

In the event, a student believes that she/he has experienced illegal discrimination she/he can report the matter following the steps outlined below. Because of the sensitivity of such charges, all College officials investigating discrimination complaints will exercise care to observe and protect the dignity, rights, and privacy interests of all parties involved to the maximum extent possible.

#### **STEP 1: Directors**

If a student believes she/he has experienced unlawful discrimination, the student should promptly file a written report of the incident with the Director of Funeral Service Education or the Director of Mortuary Science.

Within 10 working days of receipt of such report, the Director or the designee will conduct a confidential and informal investigation to determine whether the alleged conduct has, in fact, occurred and will attempt to resolve the issue satisfactorily with all individuals involved.

The Director shall issue a written report of the results of the investigation to the student initiating the complaint within 30 days of such complaint.

#### **STEP 2: President of the College**

If, in the student's opinion, the Director has not satisfactorily resolved the issue, she/he may file a written appeal to the President of the College or the designee within 30 days of the Director's written report. The President will review the findings from the Director's investigation and render written findings/determination within 30 days of receipt of the appeal from the student. The written results from the College President shall be final.

Any person seeking information concerning the laws and policies or filing a complaint because of alleged violations of Title VI of the 1964 Civil Rights Act, Title IX of the Educational Amendments of 1972 (45CRF 86), and Sec. 504 of the Rehabilitation Act of 1973 should contact the Director of Funeral Service Education or Director of Mortuary Science (615) 327-3927. Any person seeking information concerning or filing a complaint because of alleged violations of the Americans with Disabilities Act of 1990 should contact the Director of Funeral Service Education or the Director of Mortuary Science at (615) 327-3927.

## **Federal/State Discrimination Complaints**

John A. Gupton College encourages students to use the John A. Gupton College Antidiscrimination Policy and the Procedure for Resolution of Student Discrimination Complaints to resolve discrimination concerns. However, students also have a right to file discrimination complaints directly with the United States Department of Education's Office of Civil Rights and the Tennessee Human Rights Commission.

# DISABILITY RESOURCES

## General Information Regarding Accommodations of Disability

John A. Gupton College provides services and assistance to any individual who identifies as a person with a physical and/or learning disability that substantially limits one or more life activities. Common services available to students with disabilities include but are not limited to:

Advocacy to faculty, staff, and administration classroom note-takers; Tutorial Services Testing modifications; Assisted registration; Handicapped Parking; Use of tape recorders; Audio textbooks (where available); Extended time for program completion; Sign language interpreters; Environmental adjustments; Other services as warranted and mandated by law. The student may be responsible for the expenses of disability accommodations.

## Procedures for Requesting Accommodations for a Disability

John A. Gupton College offers a variety of support services to individuals with disabilities; however, **ALL SERVICES MUST BE REQUESTED IN A TIMELY MANNER.** Accommodations are provided only after disclosure and documentation procedures are complete. To request services and/or accommodations, the following steps should be taken:

Individuals needing such services and/or accommodations should meet with the College Registrar in person or electronically to make a formal, written request and sign a disclosure form as well as other paperwork. Students should provide appropriate and current documentation\* of the disability. The documentation lookback period cannot exceed three years.

Students may contact the Registrar by visiting the College or by calling (615) 327-3927.

\*Documentation within the last three years must include the following items of information:

- A definitive diagnosis and the associated limitations.
- A letter from a certified practitioner outlining specific educational and/or environmental recommendations

Individuals with learning disabilities must also present one of the following:

- A copy of a comprehensive assessment from their high school's resource office

OR

- A letter or report from a licensed psychologist, diagnostician, or other professional knowledgeable in learning disabilities. This document should clearly state the presence of a learning disability and list the recommendations for the student.

Individuals with psychiatric disabilities or attention deficit disorder should present a letter from a licensed psychologist, psychiatrist, or medical doctor with an explanation of the disorder, symptoms present with the disorder, and educational recommendations.

All medical records and learning assessments are kept confidential. Each student will be asked to sign a confidentiality waiver to allow the Registrar to inform instructors of the student's

disability in general terms and to outline accommodations that are to be provided in their classrooms.

Disability-related documentation submitted to the Registrar for the purpose of verifying a disability is considered an academic record. Based on this, the documentation is subject to the requirements of the Family Educational Rights and Privacy Act (FERPA). This Act requires records to be maintained as private and specific disability-related information to be shared only when there is a legitimate educational need to know. Therefore, the College's faculty members may, at times, request disability-related information they view as necessary to assist in the improvement of a student's education or academic skills.

Once a student's documentation has been accepted, the student will meet with the Registrar in person or electronically to discuss services and accommodations. The Registrar then meets with the appropriate instructors to inform them verbally and in writing of the accommodations that have been granted.

### **Grievance Procedures**

If a student feels they have been denied the agreed-upon accommodations, they should first appeal to the classroom instructor who is not in compliance. If services/accommodations continue to be denied, the student should report the problem to the College President. If unsatisfied with this resolution, it is the student's right to file a formal complaint following the grievance policy.

Students who have been denied accommodation by the Registrar's Office may ask the office to reconsider their request upon presentation of evidence not previously submitted. Such evidence must still meet the criteria outlined above as acceptable documentation. If accommodations are still denied, the student may utilize the grievance procedure.

ACCOMMODATIONS WILL BE REVIEWED AND/OR RENEWED UPON REQUEST. STUDENTS WHO ARE RECEIVING DISABILITY RESOURCES SHOULD CONTACT THE REGISTRAR FOR ASSISTED REGISTRATION IF REQUESTED AND ACCOMMODATION UPDATES BEFORE THEIR SEMESTER BEGINS.

# **The John A. Gupton College Student Government Association**

## **Purpose:**

The purpose of the Student Government Association shall be to promote the principles and values of John A. Gupton College, to provide a liaison between the student body and the administration, to provide campus leadership, to sustain the spirit and morale of the student body, and to promote the academic and social growth of the institution.

## **Objective:**

Students are involved in the governing of the institution through the formal representation of elected student representatives and one appointed online representative to serve on the Institutional Effectiveness Committee and the Student Development Services Committee. It is through these committees that the entire student body has representation.

## **Qualification:**

Every student at the Institution is potentially eligible to serve on the Student Government Association provided they meet the following qualifications:

1. Must achieve and continually maintain a 2.0 grade average while serving as a Student Government Representative.
2. Must be willing to meet and participate in the assigned standing committees during the time in office.
3. Must be willing to participate in and/or coordinate the institutional and social functions of the College from time to time.
4. Must be in good standing with the institution to serve as Student Government Representative. Good standing is defined as the absence of any type of institutional probation or disciplinary conduct.

## **Term:**

The election and appointment of student representatives will take place each fall semester. Students are to maintain the elected office for one year and must be attending the institution on a full-time basis.

## **Representatives:**

The Student Government Association shall consist of two or three representatives at any given time. These representatives shall each serve equally in the Association and shall collectively have a total of one vote on each institutional committee on which they serve.

## **Vacancy:**

The administration may call for an election during any semester should a vacancy of office occur.

# STANDING COMMITTEES

## ACADEMIC AFFAIRS COMMITTEE

Donna Collard ..... Chairperson  
Lisa Moffitt .....Registrar  
Kimberly S. Carter .....Librarian  
Tracy Hamm Allen .....Faculty

## INSTITUTIONAL EFFECTIVENESS COMMITTEE

Tracy Hamm Allen ..... Chairperson  
Tim Bond ..... Alumni  
Donna Collard. . . . . Alumni/Faculty  
B. Steven Spann ..... Administration  
Kimberly S. Carter ..... Librarian  
Student Representative(s) ..... Student Body

## STUDENT DEVELOPMENT SERVICES COMMITTEE

Lisa Moffitt. . . . .Chairperson, Registrar  
Tracy Hamm Allen . . . . .Faculty  
B. Steven Spann . . . . .Administration  
Donna Collard . . . . .Faculty  
Student Representative(s). . . . .Student Body



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