(34> ; :74.D 4> 0>?, -74>30/ ?: 09>@=0 ;=: ;0= , . . : @9?492 :1 - :?3 @94A0=>4?D-1@9/0/ ,9/ 0C?0=9,77D-1@9/0/ . , ;4?,7 0<@4; 8 09?. I? ;=: A4/0> 2@4/ ,9.0 49 09>@=492 , . .@=, .D :1 . , ;4?,7 0<@4; 8 09? A,7@,?4:9 ,9/ /0;=0.4,?4:9 0C;09>0 1:= ?30) 94A0=>4?D'> G9,9.4,7 >?,?0 8 09?>, 49.7@/492 49/4=0.? . :>? =0. :A0=40> 1:= 0<@4; 8 09? @?474E0/ :9 10/0=,7 ;=:50.?>.

(30 C:9?=:770='> $H.0 4> =0>;:9>4-70 1:= 09>@=492 ?3,? , . .@=,?0 =0. :=/> ,=0 8 ,49?,490/ 1:= ,77 . , ;4?,7 0<@4; 8 09? ,9/ -@47/492> 49 , . . :=/,9.0 B4?3 GAA% .

(30 C:9?=:770='> $H.0 4> =0>;:9>4-70 1:= 09>@=492 ,77 0<@4; 8 09? , .<@4>4?4:9> ,=0 =0. :=/0/ ?4 8 07D 49 , . . :=/,9.0 B4?3 GAA% I?0 8 > .3,=20/ -D /0;,=? 8 09?> ?: ?=, .6, -70 >;09/ . ,?02:=40> ,=0 =0A40B0/ 1:= . , ;4?,74E,?4:9 49 + :=6/,D. (: -0 . , ;4?,74E0/,?30 0<@4; 8 09? 8@>? 3,A0 , @>01@7 7410 :1 8 :=0 ?3,9 ?B: D0,=>, ,9 , .<@4>4?4:9 . :>? :1 8 :=0 ?3,9 $5,000 ;0= @94?, ,9/ 9:? -0 0C;09/,-70. I1 . , ;4?,7, ?30 ,>>0? B477 -0 =024>?0=0/ ,9/ 3,A0 , . . :@9?492 ,>>4290/ -01:=0 /0;=0.4,?4:9 -0249>. G090=,77D ?30 G=>? / ,D :1 ?30 8 :9?3 4> @?474E0/ ,> ,9 , .<@4>4?4:9 / ,?0 1:= 0<@4; 8 09?. A77 0<@4; 8 09? , .<@4>4?4:9> 8 @>? -0 . : 8 ;70?0/ ,9/ =0A40B0/ -D ?30 C:9?=:770='> $H.0 -D 0, .3 <@,=?0= 09/.

F:= C, ;4?,7 %=:50.?> ?3,? 3,A0 , ; ;=:A,7 (>00 ;=:.0/@=0>) 1:= C, ;4?,7 ' ;09/492, ?30 D0;,=? 8 09? 4> =0>;:9>4-70 1:= .=0,?492 ;=:50.?> 49 + :=6/,D. (30 C:9?=:770='> $H.0 B477 , ; ;=:A0 ?30 ;=:50.? ,1?0= >0?-@;. (30 D0;,=? 8 09? 4> =0>;:9>4-70 1:= ;=:50.? 0C;09>0> ,9/ , .<@4=492 , ; ;=: ;=4,?0 0C;09>0 , ; ;=:A,7>. (30 C:9?=:770= B477 600; ?30 C:9>?=@.?4:9 49 %=:2=0>> 74>? @; ?: /,?0. $9.0 ?30 ;=:50.? 4> .:8 ;70?0/ ,9/ .7:>0/,4? 4> ?30 /0;,=? 8 09?'> =0>;:9>4-474?D ?: 8 ,60 ?30 C:9?=:770='> $H.0 ,B,=0 :1 ?34> .:8 ;70?4:9. (30 C:9?=:770='> $H.0 B477 ?309 ;7, .0 ?30 ;=:50.? 49 >0=A4.0 ,> , C, ;4?,7 A>>0? B4?349 ?30 ;0=4:/ ;7, .0/ 49 >0=A4.0.

(30) 94A0=>4?D 4> =0<@4=0/ ?: ;0=1:=8 , 1@77 ;3D>4. ,7 49A09?:=D :1 4?> . , ;4?,7 0<@4; 8 09?, ,9/ , >@->0<@09? =0.:9.474,?4:9 ?: ?30 =0.:=/0/ ,>>0?> 49 + :=6/,D, ,? 70,>? :9.0 0A0=D ?B: D0,=>, 49 , . . :=/,9.0 B4?3 $ " B) 941:=8 G@4/,9.0 ,9/ GAA% (30 1@77 ;3D>4. ,7 49A09?:=D :1 . , ;4?,7 0<@4; 8 09? @>@,77D ?,60> ;7, .0 49 ?30 ' ;=492, -01:=0 ?30 .7:>0 :1 ?30 G>. ,7 D0,=. D0;,=? 8 09?> ,=0 =0>;:9>4-70 1:= ;3D>4. ,77D 7:. ,?492, 49>;0.?492 ,9/ .:9G=8 492 ?30 0C4>?09.0 :1 0, .3 ;40.0 :1 0<@4; 8 09?. (30 C:9?=:770='> $H.0 4> =0>;:9>4-70 1:= =0.:9.474 92 B4?3 ?30 ,>>0?>' =0.:=/> 49 + :=6/,D ,9/ @;/,?492 , . . :=/4927D. (30 C:9?=:770='> $H.0 B477 B:=6 B4?3 ?30 /0;,=? 8 09?> ?: =0>:7A0 ,9D 0==:=> := /4>.=0;,9.40>. (30 @;/,?0> 49 + :=6/,D ,=0 =0<@4=0/ ?: -0 . : 8 ;70?0/ -D J@90, ?30) 94A0=>4?D'> D0,=09/. F,47@=0 ?: . : 8 ;7D B477 =0>@7? 49 0>. ,7,?4:9 ?: ?30 D0;,=? 8 09?'> D0,9 ,9//:= *4.0-%=0>4/09?.

COPY

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%70,>0 9:?0:41 , 7:.,?4:9 :1 .,;4?,7 0<@4; 8 09? 4> 8 :A0/ ?0 8 ;:=,=47D (>3:=?0= ?3,9 60 /,D>) 9: @;/,?0 49
+ :=6/,D 4> =0<@4=0/.

B@47 4 9 2@ ,9/ 0<@4; 8 09? ,=0 >?,?0/ ,? .:>?,70>> ,..@ 8 @7,?0/ /0;=0.4,?4:9. !,9/ 4> >?,?0/ ,? .:>? ,? ?30
(30 C:9?=:770='> $H.0 4> =0>;:9>4-70 1:= =0.:=/492 /0;=0.4,?4:9 0C;09>0 8 :9?37D.

D0;=0.4,-70 74A0> ,=0 ,> 1:77:B>:

F 40-50 D0,=> 1:= -@47/492>,

F 10-35 D0,=> 1:= -@47/492 48 ;=:A0 8 09?>, ,9/

F 3-15 D0,=> 1:= 0<@4; 8 09?.

(30 C:9?=:770='> $H.0 4> =0>;:9>4-70 1:= =0.:=/492 /0;=0.4,?4:9 0C;09>0 8 :9?37D.

D0;,=? 8 09?> ,=0 =0<@4=0/ ?: 9:?41D ?30 C:9?=:770='> $H.0 B3090A0= 0<@4; 8 09?/ 090B,3A,> @)8H(<D =ÃHQ60,A=8 9

COPY

I9/4A4/@,7> B3: 1,47?: .: 8;7D B4?3?34>;:74.D,9/?30;=:.0/@=0>,>>:.4,?0/B4?34? 8,D-0>@-50.??:/4>.4;749,=D,.?4:9> 2@4/0/-D?30)94A0=>4?D'> *Staff Performance Management Policy*, *SLU Faculty Manual (St. Louis Campus)*, :=*Student Handbook*. #:9-.:8;74,9.0B4?3?34>;:74.D 8,D=0>@7?49/4>.4;749,=D,.?4:9,@;?:,9/49.7@/492>0;,=,?4:91=:8?30)94A0=>4?D.

(30 C:9?=:770='> $H.0=0>;:9>4-474?40>,=0,>1:77:B>:

- E9>@=492 0<@4;809?,.<@4>4?4:9>3,A0?30;=:;0=,;;=:A,7>
- E9>@=492 0<@4;809?,.<@4>4?4:9>,=0=0.:=/0/?4807D49,..:=/,9.0B4?3 GAA%;
- E9>@=492 4?08>.3,=20/-D/0;,=?809?>?:?=,.6,-70>;09/.,?02:=40>,=0=0A40B0/1:=.,;4?,74E,?4:949+:=6/,D;
- E9>@=492 0<@4;809?,.<@4>4?4:9>,=0=0A40B0/-D0,.3<@,=?0=09/;
- &0.:9.47492?30,>>0?>'=0.:=/>49+:=6/,D,9/@;/,?492,..:=/49207D;
- +:=6492 B4?3?30/0;,=?809?>?:=0>:7A0,9D0==:=>:=/4>.=0;,9.40>/@=492?30;3D>4.,749A09?:=D:->0=A,?4:9;
- E>.,7,?492 1,47@=0?:.:8;7D?:?30D0;,=?809?'> D0,9,9//:=*4.0-%=0>4/09?;,9/
- D0?0=849492/0;=0.4,?4:9,9/=0.:=/492/0;=0.4,?4:90C;09>0 8:9?37D.

(30 D0;,=?809?>=0>;:9>4-474?40>,=0,>1:77:B>:

- $-?,49492;=:;0=,;;=:A,7>1:=.,;4?,7>;09/
- C3,=2492 0<@4;809?,.<@4>4?4:9>?:?=,.6,-70>;09/.,?02:=40>;
- %3D>4.,77D7:.,?492,49>;0.?492,9/.:9G=8492?30 0C4>?09.0:10,.3;40.0:10<@4;809?;
- #:?41D492?30 C:9?=:770='> $H.0 B3090A0=0<@4;809?4> /4>;:>0/:1B4?349 30 /,D>:1?30 /4>;:>,7,9/-DG>.,7D0,=09/;,9/
- C:8 8@94.,?492?:?30 C:9?=:770='> $H.0 0<@4;809?-0492 8:A0/1=:8 :907:.,?4:9,.:>?.09?0=,2=,9?,;=:2=,8,241?,0?.?:,9:?30=B4?349 30 /,D>:1.3,920.

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Non-Retaliation Policy

Reporting Concerns of Misconduct Policy

Staff Performance Management Policy

A>>0? D4>; :>,7 (=,9>10= F:=8 E<@4; 809? I91:=8 ,?4:9 F:=8

SLU Faculty Manual (St. Louis Campus)

'49270 A@/4? A.? :1 1984
'49270 A@/4? A.? A809/809?> :1 1996
$ " B .4=.@7,= A-133, C: 8 ;74,9.0 '@;;70809?, 2 CF& %,=? 200 >@-;,=? F AIC%A A ' C 350-40.

COPY

(30 ,.<@4>4?4:9 .:>? :1 , ;40.0 :1 0<@4; 809? 4> /0G90/ ,> ?30 90? 49A:4.0 ;=4.0 49.7@/492 ?30 .:>? :1 ,9D 8:/4G.,?4:9>, ,??,.3809?>, ,..0>>:=40>, := ,@C474,=D ,;;,=,?@> 90.0>>,=D ?: 8,60 4? @>,-70 1:=?30 ;@=;:>0 1:=B34.3 4? B,>,.<@4=0/.A9.477,=D .3,=20>, >@.3 ,> /@?D, 49-?=,9>4? 49>@=,9.0, 1=0423? ,9/ 49>?,77,?4:9 ,=0 49.7@/0/ 49 ?30 ,.<@4>4?4:9 .:>?>.

B@47/492 .:>?> ,=0 .,;4?,74E0/ 49 ?30 1:77:B492 .,?02:=40> 1:= ;=:50.?> B4?3 , 7410 :1 8:=0 ?3,9 ?B: D0,=> ,9/ ,9 ,.<@4>4?4:9 .:>? :1 $10,000 := 2=0,?0=.

F

4>>@0/ -D ?30 AIC%A. (30=0 ,=0 ?3=00 >?,20> :1 /0A07:;809?;?30 ;=0748 49,=D ;=:50.?>?,20,?30 ,;;74.,?4:9 /0A07:;809?>?,20 ,9/ ?30 ;:>?-48 ;708 09?,?4:9 :;0=,?4:9 >?,20.

- I9?0=9,7 ,9/ 0C?0=9,7 .:>? /@=492 ?30 ;=0748 49,=D ;=:50.?>?,20 >3:@7/ -0 0C;09>0/ ,>49.@==0/. (30>0 49.7@/0 .:>?> ,>>:.4,?0/ B4?3 ,>>0>>492 900/>, /0?0=8 49492 ?0.39:7:2D =0<@4=0 8 09?>, ,9/ >070.?492 , A09/:= := .:9>@7?,9?.
- I9?0=9,7 ,9/ 0C?0=9,7 .:>? /@=492 ?30 ,;;74.,?4:9 /0A07:;809?>?,20 8 ,D -0 .,;4?,74E0/. (34> ;3,>0 49.7@/0> /0>429, 49.7@/492 >:1?B,=0 .:9G2@=,?4:9 ,9/ 49?0=1,.0>,.:/492, 49>?,77,?4:9 ?: 3,=/B,=0, ,9/ ?0>?492. C:>?> ?3,? 8 ,D -0 .,;4?,74E0/ /@=492 ?30 ,;;74.,?4:9 /0A07:;809?>?,20 49.7@/0 0C?0=9,7 /4=0.?.:>?> :1 8 ,?0=4,7> ,9/ >0=A4.0> 49 /0A07:;492 :=:-?,49492 49?0=9,7-@>0 >:1?B,=0. %,D=:77 ,9/ ;,D=:77-=07,?0/ .:>?> 1:=0 8 ;7:D00> B3: ,=0 /4=0.?7D ,>>:.4,?0/ B4?3 ,9/ B3: /0A:?0 ?4 8 0 ?: ?30 49?0=9,7-@>0 .:8;@?0=>:1?B,=0 ;=:50.?,?: ?30 0C?09? :1 ?304= ?4 8 0 >;09? /4=0.?7D :9 ?30 ;=:50.?, 8 ,D -0 .,;4?,74E0/. (=,A07 0C;09>0> 49.@==0/ -D 0 8 ;7:D00> 49 ?304= /@?40> /4=0.?7D ,>>:.4,?0/ B4?3 /0A07:;492 ?30 >:1?B,=0 8 ,D -0 .,;4?,74E0/.
- %:>?-48 ;708 09?,?4:9/:;0=,?4:9 >?,20 .:>?> >3:@7/ -0 0C;09>0/ ,>::.@==0/. (30>0 49.7@/0 ?=,49492 .:>?> ,9/ ,;;74.,?4:9 8 ,49?09,9.0.
- D,?, .:9A0=>4:9 .:>?> >3:@7/ -0 0C;09>0/. (30>0 8 ,D 49.7@/0 ;@=2492 := .70,9>492 :1 0C4>?492 /,?,,=0.:9.474,?4:9 := -,7,9.492 :1 ?30 :7/ /,?, ,9/ ?30 /,?, 49 ?30 90B >D>?08. .=0,?4:9 :1 90B/,//4?4:9,7 /,?,,,9/ .:9A0=>4:9 :1 :7/ /,?, ?: ?30 90B >D>?08. (=,49492, 8 ,49?09,9.0,:A0=30,/,,9/ 2090=,7 ,9/ ,/8494>?=,?4A0 .:>?> >3:@7/ -0 0C;09>0/.
-);2=,/0> ,9/ 093,9.0 8 09?> .,9 -0 .,;4?,74E0/ 1:77:B492 ?30 >,8 0 8 :/07 ,>7:92 ,>?30=0 4> ,//4?4:9,7 1@9.?4:9,74?D,4.0., 8 :/4G.,?4:9> 09,-70 ?30 >:1?B,=0?: ;0=1:=8 ?,>6> 9:? ;=0A4:@>7D ,A,47,-70.

C:9>?=@.?4:9 49 ;=:2=0>> .:9>4>?> :1 .:9>?=@.?4:9 0C;09/4?@=0> 1:= ;3D>4.,7 ;=:;0=?40> ?3,?3,A0 9:?D0?-009 ;7,.0/ 49 >0=A4.0.

E<@4;809?4> /0G90/ ,> ,9 ,=?4.70 :1 9:9-0C;09/,-70,?,924-70 ;0=>:9,7 ;=:;0=?D,49.7@/492 491:=8 ,?4:9 >D>?08>,3,A492 , @>01@7 7410 :1 8 :=0 ?3,9 ?B: D0,=> ,9/ ,9 ,.<@4>4?4:9 .:>? :1 $5,000 := 2=0,?0= ;0= @94?.

(30 >:@=.0 :1 ,@?3:=4?,?4A0 GAA% =0.:294E0/ -D ?30 FA'B?: -0 ,;;740/ -D 9:92:A0=9 8 09?,709?4?40>.

G090=,77D ,..0;?0/ ,..:@9?492 ;=49.4;70> 49 ?30)94?0/ '?,?0>

(34> 4> , 90B @94A0=>4?D ;:74.D.

A??,.38 09?>

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D4> ; : > , 7.?= , 9>10= ?0 8 ; 7 , ?0 2.C7>C

48 , 201.5 ; 02

48 , 203. ; 92

48 , 204. ; 92

48 , 205. ; 92

48 , 206. ; 92

48 , 207. ; 92

48 , 208. ; 92

#0B EIF ?0 8 ; 7 , ?0.C7>C

A ; ; = : A , 7 ' 429 , ?@=0>

Step Description	Approver	Date
C3401 % : 74 . D $H . 0= 3 : 7 / -01 : =0) ! C ? : 8 , 60 =0<@4=0 / 0 / 4?>	" 4 . 3 , 07 &00A0>	%09 / 492
% : 74 . D &0A40B C : 8 8 4??00	" 4 . 3 , 07 &00A0>	9/13/2024
% : 74 . D &0A40B C : 8 8 4??00	, =09 + , 8 3 : 11	9/3/2024
C3401 % : 74 . D $H . 0= =0A40B -01 : =0 %&C	" 4 . 3 , 07 &00A0>	9/3/2024

A ; ; 74 . , - 474?D

' !) C , =0, ' , 49? ! : @4>) 94A0=>4?D

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