

Tentative Findings

Re: [REDACTED]

January 20, 2012

Prepared by: Corey Friend

Tentative Findings

- You were instructed of the noise policy during Fall Residence Life training (August 18-28th, 2011)
- The training also included staff expectations, one of which was to enforce policies consistently
- Quiet hours issues/noise policy violations were discussed thoroughly in Ernsthausen Hall Staff Meetings, including the specific meetings on 9/7/11 & 10/12/11
- On October 27th, it was brought to my attention that you had violated quiet hours, as well as the noise policy
 - Another RA of the building was awoken at 1:30am on the 27th and asked you, as well as the other residents you were with, to respect the noise and quiet hours policies, as you had allegedly been breaking them
 - It is notable that you apologized for said event on the 27th, but indicated that you “didn't realize that it was that loud and that we were disturbing [RA], or anyone else for that matter until [RA] came out” ([REDACTED], personal communication, 10/27/11).
- On November 3, 2011 during a 1-on-1 meeting between [REDACTED] and HD Friend, the incident from the 27th was discussed. In that meeting, I reminded you to ensure that you were complying with quiet hours policies, as well as being consistent in enforcing policies. Thus, this meeting and conversation served as a verbal warning to ensure that you were following noise and quiet hour policies.
- On January 14, 2012 RA's [REDACTED] and [REDACTED] were making rounds at 12:00am and were passing through the Ernsthausen 2nd floor CD lounge and could allegedly hear a very loud group of residents, including you, from the tv on the first floor main lounge.
- When RA's [REDACTED] and [REDACTED] approached the group of 10-14 residents, they allegedly reminded the residents that they were being loud outside of quiet hours, and asked them to quiet down
- You allegedly asked RA's [REDACTED] and [REDACTED], “Are we really being that loud?” When RA's [REDACTED] and [REDACTED] responded yes, you allegedly rolled your eyes and responded by saying, “Interesting.”
- When RA's [REDACTED] and [REDACTED] finished their round at 12:10am, they returned to the lounge to find that the group in the lounge had again escalated their noise levels
- RA [REDACTED] was then allegedly forced to yell in order to control the room, as she was otherwise unable to gain the attention of the residents, as well as yourself, in the lounge

There have been several instances where you have indicated that you have been unaware as to the level of noise that the group that you are in is making. Thusly, I would like to remind you of the various policies that the Baldwin-Wallace Residence Life Office has regarding noise:

Basic rights of a resident include:

- The right to read, study, and relax free from undue interference in one's living area; unreasonable noise and other distractions inhibit the exercise of this right.
- The right to sleep without undue disturbance from guests of roommate(s) and/or other residents.

(2011-2012 Residence Life Student Handbook, p. 82).

Courtesy Hours

Courtesy hours are in effect 24 hours a day and 7 days week. Each building may establish its own quiet hours within the quiet hours guidelines. Observing courtesy hours means there should be no disruptive or excessive noises or sounds that disturb other residents and/or residence life staff. The use of sound equipment such as stereos, radios, and CD players may not be directed outside the room's window or doorway to avoid infringing upon the rights of others. Residence Life staff reserves the right to confront and address what they deem to be excessive, disruptive behavior that is disrespectful to others.

(2011-2012 Residence Life Student Handbook, p. 88)

Quiet Hours/Courtesy Hours

Residents have the right to sleep and study in their rooms at any time. As such, the following policies regarding noise are in place:

A. When asked by someone to respect this right, residents are expected to demonstrate courtesy and consideration by complying with the request. This policy applies to noise that can be heard from both inside and outside a residence hall. Courtesy hours are in effect 24 hours a day, 7 days a week. As a rule, at no time should noise be heard from a resident's room more than two doors away, or from another floor.

B. Quiet Hours are in effect from 11:00 pm – 8:00 am Sunday through Thursday nights, and from 12:00 am – 10:00 am Friday and Saturday nights. Individual halls may determine that quiet hours start earlier in the evening, but never later. Quiet hours means that sound must not be audible beyond the limits of any individual room, hallway, or lounge.

C. During finals week, 24-hour quiet hours will be in effect. Any student removing a personally owned loft at the end of a semester or academic year must do so before 24-hour quiet hours begin or wait until final examinations are completed.

(2011-2012 Residence Life Student Handbook, p. 90).

You are to respond to the various incidents and policies above by describing your role in any of the above alleged incidents, in writing, by Sunday, January 22 at 5pm. In addition to responding to the various incidents and policies, you are to include how challenging the authority and actions of a fellow RA in front of residents, whether allegedly or genuinely, effects staff policy enforcement consistency, loss of respect and trust of residents, and general staff trust and morale. This should be done in a word document and emailed to me at cfriend@bw.edu.