

(34> ; : 74. D 4> 0>?, -74>30/ ? : 09>@=0 ; = ; 0= , . . . : @97492 : 1 - : ?3 @94A0=>4?D-1@9/0/ , 9/ 0C?0=9, 77D-1@9/0/ . , ; 4?, 7 0<@4; 809?. I? ; =: A4/0> 2@4/, 9. 0 49 09>@=492 , . . @=, . D : 1 . , ; 4?, 7 0<@4; 809? A, 7@, ?4: 9 , 9/ /0; =0. 4, ?4: 9 0C; 09>0 1: = ?30) 94A0=>4?D'> G9, 9. 4, 7 >?, ?0809?>, 49. 7@/492 49/4=0. ? . : >? =0. : A0=40> 1: = 0<@4; 809? @?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; 809? , 9/ -@7/492> 49 , . . : =/, 9. 0 B4?3 GAA% .

(30 C: 9?=: 770='> \$H. 0 4> =0>; : 9>4-70 1: = 09>@=492 , 77 0<@4; 809? , . <@4>4?4: 9> , =0 =0. : =/0/ ?4807D 49 , . . : =/, 9. 0 B4?3 GAA% I?08> . 3, =20/ -D /0; , =?809?> ? : ?=, . 6, -70 >; 09/ . , ?02: =40> , =0 =0A40B0/ 1: = . , ; 4?, 74E, ?4: 9 49 + : =6/ , D. (: -0 . , ; 4?, 74E0/ , ?30 0<@4; 809? 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 , . . : @97492 , >>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; 809?. A77 0<@4; 809? , . <@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; , =?809? 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; , =?809? 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; , =?809?> =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; 809?, , 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; 809? @>@, 77D ? , 60> ; 7 , . 0 49 ?30 ' ; =492, -01: =0 ?30 . 7: >0 : 1 ?30 G> , 7 D0, =. D0; , =?809?> , =0 =0>; : 9>4-70 1: = ; 3D>4. , 77D 7: . , ?492, 49>; 0. ?492 , 9/ . : 9G=8492 ?30 0C4>?09. 0 : 1 0 , . 3 ; 40. 0 : 1 0<@4; 809?. (30 C: 9?=: 770='> \$H. 0 4> =0>; : 9>4-70 1: = =0. : 9. 47492 B4?3 ?30 , >>0?>' =0. : =/> 49 + : =6/ , D , 9/ @; / , ?492 , . . : =/4927D. (30 C: 9?=: 770='> \$H. 0 B477 B: =6 B4?3 ?30 /0; , =?809?> ? : =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, 4?@=0 ? : . : 8; 7D B477 =0>@? 49 0> . , 7, ?4: 9 ? : ?30 D0; , =?809?> D0, 9 , 9// : = *4. 0-%=0>4/09?.

%70, >0 9: ?0: 41, 7: ., ?4: 9 : 1 . . ; 4?, 7 0<@4; 8 09? 4> 8: A0/ ?08; : =, =47D (>3: =?0= ?3, 9 60 /, D>) 9: @; /, ?0 49
+: =6/, D 4> =0<@4=0/.

B@7092@, 9/ 0<@4; 8 09? , =0 >?, ?0/ , ? . : >?, 70>> , . . @8@7, ?0/ /0; =0. 4, ?4: 9. !, 9/ 4> >?, ?0/ , ? . : >?, ? ?30
(30S77G5<@477a7700, ?48, ?0/ 1, 4= A, 7@0 , ? /, ?0 : 1 . : 9?-@?4: 9. " , 49?09, 9. 0, =0; , 4=>, , 9/ 849: =
=090B, 7> , =0 0C; 09>0/ , > 49. @==0/. D0; =0. 4, ?4: 9 4> . , 7. @7, ?0/ : 9 ?30 >?-, 423?-7490 -, >4>.

D0; =0. 4, -70 74A0> , =0 , > 1: 77: B>:

F 40-50 D0, => 1: = -@7/492>,

F 10-35 D0, => 1: = -@7/492 48; =: A0809?>, , 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; , =?809?> , =0 =0<@4=0/ ? : 9: ?1D ?30 C: 9?=: 770='> \$H. 0 B3090A0= 0<@4; 8 09?/ 090B, 3A,> @)8H(D-D =H060, A=8

COPY

I9/4A4/@, 7> B3: 1, 4? : . : 8; 7D B4?3 ?34> ; : 7A. D , 9/ ?30 ; =: . 0/@=0> , >>: . 4, ?0/ B4?3 4? 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. 0 B4?3 ?34> ; : 7A. D 8, D =0>@7? 49 /4>. 4; 749, =D
, . ?4: 9, @; ? : , 9/ 49. 7@/492 >0; , =, ?4: 9 1=: 8 ?30) 94A0=>4?D.

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

- F E9>@=492 0<@4; 809? , . <@4>4?4: 9> 3, A0 ?30 ; =: ; 0= , ; ; =: A, 7>
- F E9>@=492 0<@4; 809? , . <@4>4?4: 9> , =0 =0. : =/0/ ?4807D 49 , . . : =/, 9. 0 B4?3 GAA%;
- F E9>@=492 4?08> . 3, =20/ -D /0; , =?809?> ? : ?=, . 6, -70 >; 09/ . , ?02: =40> , =0 =0A40B0/ 1: =
, . ; 4?, 74E, ?4: 9 49 + : =6/ , D;
- F E9>@=492 0<@4; 809? , . <@4>4?4: 9> , =0 =0A40B0/ -D 0, . 3 <@, =?0= 09/;
- F &0. : 9. 47492 ?30 /0; , >>0?>' =0. : =/> 49 + : =6/ , D , 9/ @; / , ?492 , . . : =/4927D;
- F + : =6492 B4?3 ?30 /0; , =?809?> ? : =0>: 7A0 , 9D 0==: => : = /4>. =0; , 9. 40> /@=492 ?30 ; 3D>4. , 7
49A09?; =D : ->0=A, ?4: 9;
- F E>. , 7, ?492 1, 4?@=0 ? : . : 8; 7D ? : ?30 D0; , =?809?> D0, 9 , 9// : = *4. 0-%=0>4/09?; , 9/
- F D0?0=849492 /0; =0. 4, ?4: 9 , 9/ =0. : =/492 /0; =0. 4, ?4: 9 0C; 09>0 8: 9?37D.

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

- F \$-?, 49492 ; =: ; 0= , ; ; =: A, 7> 1: = . , ; 4?, 7>; 09/
- F C3, =2492 0<@4; 809? , . <@4>4?4: 9> ? : ?=, . 6, -70 >; 09/ . , ?02: =40>;
- F %3D>4. , 77D 7: . , ?492, 49>; 0. ?492 , 9/ . : 9G=8492 ?30 0C4>?09. 0 : 1 0, . 3 ; 40. 0 : 1 0<@4; 809?;
- F #: ?41D492 ?30 C: 9?=: 770='> \$H. 0 B3090A0= 0<@4; 809? 4> /4>; : >0/ : 1 B4?349 30 / , D> : 1 ?30
/4>; : >, 7 , 9/ -D G>. , 7 D0, = 09/; , 9/
- F C: 88@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.

Non-Retaliation Policy

Reporting Concerns of Misconduct Policy

Staff Performance Management Policy

A>>0? D4>; : >, 1 (=, 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> /OG90/ , > ?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=.

4>>@0/ -D ?30 AIC%A. (30=0 , =0 ?3=00 >?, 20> : 1 /OA07: ; 809?; ?30 ; =074849, =D ; =: 50. ? >?, 20, ?30
; ; ; 74. , ?4: 9 /OA07: ; 809? >?, 20 , 9/ ?30 ; ; >?-48; 70809?, ?4: 9 ; ; 0=, ?4: 9 >?, 20.

F 19?0=9, 7, 9/ 0C?0=9, 7. : >? /@=492 ?30 ; =074849, =D ; =: 50. ? >?, 20 >3: @1/ -0 0C; 09>0/ , > 49. @=0/
(30>0 49. 7@/0 . : >?> , >>: . 4, ?0/ B4?3 , >>0>>492 900/>, /0?0=849492 ?0. 39: 7: 2D =0<@4=0809?>,
, 9/ >070. ?492 , A09/: =: = . : 9>@7?, 9?.

F 19?0=9, 7, 9/ 0C?0=9, 7. : >? /@=492 ?30 ; ; ; 74. , ?4: 9 /OA07: ; 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 /OA07: ; 809? >?, 20
49. 7@/0 0C?0=9, 7 /4=0. ? . : >?> : 1 8, ?0=4, 7> , 9/ >0=A4. 0> 49 /OA07: ; 492 : =: -?, 49492 49?0=9, 7-@>0
>: 1?B, =0. %, D=: 77 , 9/ ; ; D=: 77=07, ?0/ . : >?> 1: = 08; 7: D00> B3: , =0 /4=0. 77D , >>: . 4, ?0/ B4?3 , 9/
B3: /OA: ?0 ?480 ? : ?30 49?0=9, 7-@>0 . : 8; @?0= >: 1?B, =0 ; =: 50. ? , ? : ?30 0C?09? : 1 ?304= ?480
>: 09? /4=0. 77D : 9 ?30 ; =: 50. ? , 8, D -0 . , ; 4?, 74E0/. (=, A07 0C; 09>0> 49. @=0/ -D 08; 7: D00> 49
?304= /@?40> /4=0. 77D , >>: . 4, ?0/ B4?3 /OA07: ; 492 ?30 >: 1?B, =0 8, D -0 . , ; 4?, 74E0/.

F %: >?-48; 70809?, ?4: 9/: ; 0=, ?4: 9 >?, 20 . : >?> >3: @1/ -0 0C; 09>0/ , > . . . @=0/. (30>0 49. 7@/0
? , 49492 . : >?> , 9/ ; ; ; 74. , ?4: 9 8, 49?09, 9. 0.

F D, ? , . : 9A0=>4: 9 . : >?> >3: @1/ -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 : 1/ / , ? , , 9/ ?30 / , ? , 49 ?30 90B >D>?08,
. =0, ?4: 9 : 1 90B/, //4?4: 9, 1 / , ? , , 9/ . : 9A0=>4: 9 : 1 : 1/ / , ? , ? : ?30 90B >D>?08. (=, 49492,
8, 49?09, 9. 0, : A0=30, / , , 9/ 2090=, 7, 9/ , /8494?=?, ?4A0 . : >?> >3: @1/ -0 0C; 09>0/.

F) ; 2=, /0> , 9/ 093, 9. 0809?> . , 9 -0 . , ; 4?, 74E0/ 1: 77: B492 ?30 >, 80 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: 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=9809?, 7 09?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??, . 3809?>

D4> ; : > , 7.? =, 9>10= ?08 ; 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 ?08 ; 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: 884??00 | " 4. 3, 07 &00A0> | 9/13/2024 |
| %: 74. D &0A40B C: 884??00 | , =09 +, 83: 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