



**Loyola Marymount  
University**  
**Student Media**

**POLICY MANUAL**

Los Angeles Loyolan  
ROAR Studios  
The Tower Yearbook

Revised: August 2021

## **I. INTRODUCTION**

The following policies have been established by the University's Division of Student Affairs and apply to student-run media in the Department of Student Media at Loyola Marymount University. This includes the Los Angeles Loyolan news source, ROAR Studios and The Tower yearbook. The policies contained herein supersede the media-specific guidelines established for the news source, studios and yearbook.

### **A. Mission**

#### **Department of Student Media Mission**

The Los Angeles Loyolan news source, ROAR Studios and The Tower yearbook are part of the Department of Student Media, whose mission is as follows:

Student Media provides leadership opportunities as well as avenues for personal and professional growth for those interested in journalism (including written pieces, video, photography, graphics and illustrations), documentary filmmaking, graphic design and business management as part of the University's commitment to the education of the whole person.

### **B. Media**

#### **Los Angeles Loyolan**

*Your home, your voice, your news.*

The Los Angeles Loyolan news source is available online at [www.laloyolan.com](http://www.laloyolan.com) and on social media outlets 24/7. Students are responsible for all aspects of creating and distributing high-quality journalism to the LMU community.

#### **ROAR Studios**

ROAR Studios produces student-focused documentary films and short-form content and provides students with practical hands-on video production experience. Visit ROAR Studios on youtube or at [www.roarstudiosla.com](http://www.roarstudiosla.com).

#### **The Tower**

*Capturing the essence of LMU.*

The award-winning Tower yearbook chronicles campus life and captures the essence of the people who make this university come alive. The student-run yearbook is published and distributed to full-time undergraduate students each spring. The Tower yearbook is FREE for all full-time undergraduate students (its cost is included in tuition).

### **C. Definitions**

The "Department of Student Media" includes the Los Angeles Loyolan news source, ROAR Studios and The Tower yearbook.

"Director of Student Media" means the Division of Student Affairs staff member assigned to function as advisor to media within the Department of Student Media and/or the Department of Student Media staff member who supervises personnel assigned to function as advisor to media within the department. If there is no person in the post of Director of Student Media, all responsibilities assigned to the Director of Student Media will become those of the Senior Vice President for Student Affairs' designee.

"The Loyolan" and "the news source" (formerly referred to as "newspaper") applies to all student staff members of the Los Angeles Loyolan and any print,

digital, electronic, online, video or other content published or distributed under the banner of the Los Angeles Loyolan.

"ROAR Studios" and "the studios" (formerly "ROAR Network" and "the television network") applies to all student staff members of ROAR Studios and any print, digital, electronic, online, video or other content published or distributed under the banner of ROAR Studios.

"The Tower" and "the yearbook" applies to all student staff members of The Tower and any print, electronic, digital, online, video or other content published or distributed under the banner of The Tower yearbook.

"Staff" means any student who works in the Department of Student Media, regardless of whether the person is compensated.

#### **D. Acceptance**

The act of joining the staff or taking on any assignment on behalf of media in the Department of Student Media serves as an agreement to adhere to and follow these policies. Failure to adhere to these policies; the University's Student Conduct Code; and/or Loyolan, ROAR Studios or The Tower media-specific guidelines may result in termination of the student's relationship as a staff member and/or judicial action by the University.

#### **E. Policy Review**

At the end of each academic year, student staff may review and make recommendations to the Director of Student Media or the Director of Student Media's designee regarding proposed changes. The Director of Student Media may, at his/her discretion, bring the proposed changes forward to the Senior Vice President for Student Affairs or his/her designee. Prior to becoming effective, all changes must receive final approval from the Senior Vice President for Student Affairs or his/her designee.

## **II. GENERAL POLICIES**

### **A. Publisher/Owner**

The Los Angeles Loyolan, ROAR Studios and The Tower function are student-run Departmental Student Programs within the Department of Student Media and the Division of Student Affairs.

The Loyolan recognizes Loyola Marymount University as the official publisher of the news source and of all content published or distributed under the banner of the Los Angeles Loyolan.

ROAR Studios recognizes Loyola Marymount University as the owner of the studios and of all content published or distributed under the banner of ROAR Studios.

The Tower yearbook recognizes Loyola Marymount University as the official publisher of the yearbook and of all content published or distributed under the banner of The Tower.

For more on ownership of content, see Section O.

## **B. Director of Student Media**

The Director of Student Media or the Director of Student Media's designee will provide training and direct feedback in all facets of journalism, video production and yearbook production including, but not limited to: appropriate journalistic practices; media law; ethics; staffing; advertising; organizational policies and procedures; technology; and business management.

The Director of Student Media or the Director of Student Media's designee shall not be held responsible for the content or editorial decisions of student-run media. The Director of Student Media or the Director of Student Media's designee is directly responsible for overseeing all business operations, including budgets, payroll, expenditures, revenue, marketing, advertising and equipment. As the media outlet's staffing principal, the Director of Student Media or the Director of Student Media's designee must approve all staff changes (including hiring, terminations and pay increases) as well as all expenditures. The Director of Student Media or the Director of Student Media's designee must approve any changes to the names of media outlets.

The Director of Student Media and other full-time professional staff adhere to the Code of Ethical Behavior as developed by the College Media Association (available at [www.collegemedia.org](http://www.collegemedia.org)).

## **C. Staffing**

Student staffing in the Department of Student Media is "at will". The news source, studios or yearbook or the student staff member can terminate the staffing relationship at any time for any reason with or without notice.

Undergraduate and graduate students at Loyola Marymount University must maintain a minimum cumulative GPA of 2.0 or higher and be in good academic and judicial standing in order to be eligible to work in the Department of Student Media.

Undergraduate and graduate students at Loyola Marymount University must maintain a minimum cumulative GPA of 2.5 or higher and be in good academic and judicial standing in order to be eligible to work in a student managerial staff position within the Department of Student Media.

## **D. Editorial Content**

Student Media student staff members recognize that control of editorial content is a privilege granted to them by the University and is subject to revocation.

## **E. Advertising Content**

As the University acts as publisher/owner of the Loyolan, ROAR Studios and The Tower, media outlets should not advertise products or services that are fundamentally inconsistent with the core mission or identity of Loyola Marymount University. The Director of Student Media or the Director of Student Media's designee may restrict advertisements that violate Department of Student Media advertising policies.

## **III. STAFF POLICIES**

### **A. Other Employment**

Staff members must disclose to the Director of Student Media or the Director of Student Media's designee other employment outside of LMU Student Media to avoid any conflict of interest involving editorial and/or business responsibilities.

**B. Other Media Employment**

Student Media staff members are encouraged to work for off-campus media as interns, freelancers or staff members provided:

1. The outside employer is not in competition with any media within the Department of Student Media;
2. Work is completed on the staff member's own time and does not conflict with their responsibilities at the news source, studios and/or yearbook; and
3. The student notifies the Director of Student Media or the Director of Student Media's designee of the outside employment.

**C. Other On-Campus or Personal Media**

Before involving themselves in other on-campus or personal media (including other student media outlets, club newsletters, personal blogs, social networking sites or other media), staff members should carefully consider whether such involvement could potentially compromise either their personal integrity or that of the news source, studios and/or yearbook. All staff members should conduct their personal business in a manner that does not lead to conflicts of interest with their responsibilities at the news source, studios and/or yearbook.

**D. Membership in Campus Groups, Clubs, Teams and Organizations**

Staff members may not participate in any editorial, content, advertising or business decisions regarding another on-campus organization of which they are a member. Staff members must disclose their memberships to the Director of Student Media or the Director of Student Media's designee. No elected or appointed member of student government can work for a news-gathering department or section of the news source, studios and/or yearbook. No elected or appointed member of student government can work for the news source's Editorial Board. Staff membership eligibility of elected or appointed members of student government in other non-news-gathering areas should be reviewed on a case-by-case basis and must be approved by the Director of Student Media or the Director of Student Media's designee.

**E. Political Involvement and Other Outside Activities**

Political involvement, holding public office off-campus and service in community organizations should be considered carefully to avoid compromising personal integrity or that of the news source, studios and/or yearbook. Staff members may not participate in any editorial, content, advertising or business decisions regarding an off-campus organization of which they are a member.

**F. Relationships**

To avoid conflict of interest, all Student Media staff members must avoid involvement in editorial, advertising or business decisions involving non-staff family members and non-staff persons with whom they have a close personal or financial relationship.

**G. Contract Work**

Any contract work (sometimes referred to as "per-piece" work or freelance) will be paid to students only upon successful, on-time completion of the assigned tasks as determined by the top Student Media leader in their area (editor in chief or general manager). Any student who wishes to contest a withheld payment related to contract work may appeal to the Director of Student Media or the Director of Student Media's designee.

#### **H. Use of Alcohol/Other Substances**

It is not acceptable for any staff member to attend an event on assignment or otherwise represent the Department of Student Media while under the influence of alcohol or other substances so that the staff member's objectivity would be called into question.

#### **I. Plagiarism**

Plagiarism is defined as the material word-for-word duplication of another person's work without appropriate attribution. Plagiarism is strictly prohibited.

#### **J. Fabrication**

Fabrication is defined as purposely concocting something that is fictional and presenting it as factual in order to deceive. Fabrication of facts and/or sources in content is prohibited with the exception of first-person columns and parody content, which may occasionally use an approach that involves composite or fictional characters or situations. However, it must be clear to the reader or viewer that the fictional person does not exist or that the situation did not actually occur. Fabrication also applies to electronically altering photographic or video images that are presented as fact to the reader or viewer.

#### **K. Copyright**

Use of any copyrighted material not in the public domain, use of material without permission or use of material not covered by "fair use" is prohibited. In general terms, "fair use" allows the summarizing of an address or article, with brief quotations, and use of video highlight clips in a news report or the use of images in a critical review.

However, "fair use" generally does not allow for use of an entire copyrighted item (picture, cartoon, song, video, etc.) without consent of copyright owner. To clarify issues of copyright, staff members should consult with the Editor in Chief/General Manager, Director of Student Media or the Director of Student Media's designee or the Student Press Law Center ([www.splc.org](http://www.splc.org)).

#### **L. Anonymous work**

Content produced without a byline or video credit is prohibited unless publishing a content creator's name, affiliation, title or description could put the creator in a perilous situation (bodily harm, job loss, etc.).

#### **M. Gifts, Free Meals and Travel**

To avoid the appearance of conflict of interest, LMU Student Media staff members are not allowed to accept gifts, meals or travel worth \$50 or more from any outside vendor, potential source or advertiser. Free travel related to education and training is allowed.

#### **N. Free Tickets or Passes**

Tickets or passes to cover an event or to attend for legitimate journalistic/editorial/content purposes are allowed to be accepted. Free or discounted tickets and passes may be accepted for personal use only if the tickets are available on the same complimentary or discounted basis to non-student media members.

#### **O. Ownership of Work**

The news source, studios and/or yearbook hold ownership and exclusive distribution rights (single immediate use and all foreseeable re-uses thereafter) for all creative work (published and unpublished) of student staff for one year, unless otherwise specified by an agreement in writing between the student and the Director of Student Media and/or the Director of Student Media's designee. The news source, studios and/or yearbook hold perpetual distribution rights (single immediate use and all foreseeable re-uses thereafter) for all creative work (published and unpublished) of student staff.

Students are granted limited reproduction rights for personal use for career advancement purposes, such as portfolios.

This applies to all content, including but not limited to articles, captions, headlines, images, illustrations, scripts, video content, audio content and graphics.

Ancillary materials related to all content, including but not limited to logos, marketing materials, promotional items and merchandise, remain the property of the news source, studio and/or yearbook unless otherwise specified by an agreement in writing between the student and the Director of Student Media and/or the Director of Student Media's designee.

#### **P. Ownership of Review Materials**

Any materials given to an LMU Student Media outlet for review become the property of the news source, studios and/or yearbook and not of any individual staff member.

#### **Q. Corrections/Take-Down Requests/Content Removal**

Student Media outlets generally do not remove content (including but not limited to articles, columns, editorials, photos, letters to the editor, news videos, entertainment videos) from online archives once the content has been published in any format. Corrections and/or updates will be published/added if an item is determined by the top student leader to be factually inaccurate. In the event of an update or a correction, a note detailing the date and time of the change should be included.

Procedure for requesting an online correction: To make a request to review accuracy of content, the complainant must contact the top student leader (editor in chief or general manager) by email with the following information:

- Name and telephone number
- The url address of the content in question
- Reference to the specific content that is inaccurate and an explanation of how the information is inaccurate

The request will be reviewed by the Editor in Chief/General Manager. Additional information will be requested of the complainant via Google

Form submission. If the Editor in Chief/General Manager determines the request to be valid, an update or correction will be posted.

In the case of content published more than one year ago, the complainant must provide reasonable proof to the Editor in Chief/General Manager that the content in question is no longer accurate. For example, a copy of expungement papers should be provided in a case where criminal charges have been dropped. Contested quote requests are less likely to be amended if they are not accompanied by documentation or audio files.

Those requesting content removal ("Take-Down Request") from any Student Media platform or social media outlet must submit a Take-Down Request form, which shall be provided upon request. Those requesting content removal should be advised that such appeals are granted only when egregious, uncorrectable errors have been made or when the applicant can prove the content puts them in tangible peril. All decisions will be made by the Editor in Chief/General Manager with advisement from the Director of Student Media.

#### **R. Dress**

Department of Student Media staff members are expected to present themselves in appropriate dress while on assignment or while otherwise representing the Department of Student Media. Staff members should avoid any appearance that would allow for the questioning of their judgment, credibility or objectivity.

#### **S. University Property**

Any alleged theft or destruction of property belonging to the Department of Student Media or Loyola Marymount University will result in an immediate policy violation investigation and may be referred to the Office of Student Conduct & Community Responsibility. The Department of Student Media reserves the right to bill student accounts for damaged or missing equipment if it is determined the student engaged in willful misconduct.

#### **S. Equipment**

Department of Student Media equipment may only be used by Student Media staff for approved projects.

In the event that any Department of Student Media equipment is damaged, lost or stolen due to negligence, the party at fault will be responsible for replacing or repairing said equipment as well as subject to potential disciplinary action. In situations when the party at fault refuses to provide compensation, the Department of Student Media can charge costs directly to an individual's student account without consent of the individual at fault.

#### **T. Financial Approval**

As the Department of Student Media's principal, the Director of Student Media must approve all expenditures. The Director of Student Media may designate a Student Media professional staff member to approve expenditures for the area(s).

#### **U. Student Employment Authorizations**

The Director of Student Media or the Director of Student Media's designee will create and process employment forms for students to complete. Student



Employment Authorization (SEA) forms reference a dollar amount that is the maximum amount a student can earn from the position without reauthorization of the Student Employment Authorization. The amount listed on an SEA should not be confused with the amount a student can potentially earn. Questions about pay should be directed to the Director of Student Media or the Director of Student Media's designee.

#### **V. Distribution**

When printed, the Loyolan is distributed at designated drop points on and off campus, by mail subscription, online at [www.laloyolan.com](http://www.laloyolan.com) and via social media outlets. The Loyolan is not required to follow Student Leadership and Development/ASLMU guidelines for creating, posting and distributing media.

ROAR Studios is available via its website ([www.roarstudiosla.com](http://www.roarstudiosla.com)), youtube channel and social media outlets. ROAR Studios is not required to follow Student Leadership and Development/ASLMU guidelines for creating, posting and distributing media.

The Tower yearbook is available for pick-up by undergraduate students at designated times during the academic year. The Tower is not required to follow Student Leadership and Development/ASLMU guidelines for creating, posting and distributing media.

#### **W. Additional Guidelines**

In addition to these policies, all student staff members in the Department or Student Media are required to adhere to published media-specific guidelines for the media area or areas where they work.

### **IV. PERSONNEL**

#### **A. Hiring the Editor in Chief/General Manager**

The Tower Editor in Chief position is for a one-year term that coincides with the academic year. Applications for the position of Tower Editor in Chief usually will be available in March of each year. It is preferred but not required that The Tower yearbook have an Editor in Chief.

The Loyolan Editor in Chief and ROAR Studios General Manager positions are for one-year terms that roughly coincide with the calendar year. Applications for the Loyolan Editor in Chief and ROAR Studios General Manager positions usually will be available in November of each year. It is not required that ROAR Studios have an Editor in Chief.

1. Selecting new Editor in Chief/General Manager with the incumbent's participation. This process is followed if the outgoing Editor in Chief/General Manager is not on probationary status and is not returning to the position.
  - i. Staff members who are not applying for the position have the option to interview applicants and provide a recommendation to the outgoing Editor in Chief/General Manager and the Director of Student Media and/or the Director of Student Media's designee.
  - ii. The outgoing Editor in Chief/General

Manager and the Director of Student Media and/or the Director of Student Media's designee interview applicants.

iii. The outgoing Editor in Chief/General Manager and Director of Student Media and/or the Director of Student Media's designee shall each recommend to the Senior Vice President for Student Affairs ("SVPSA") the person or persons they feel is/are most qualified based on factors including but not limited to the candidate's application, past involvement, skill and knowledge.

iv. The SVPSA may interview the candidate(s). If the SVPSA approves a recommended candidate, the position is filled and an announcement is made.

v. If the SVPSA does not approve a recommended candidate, the SVPSA may request to interview other candidates. If none of the original applicants for the position receives the SVPSA's approval, the hiring process may be reopened.

vi. The final decision regarding hiring the Editor in Chief/General Manager rests with the SVPSA.

2. Selecting new Editor in Chief/General Manager without the incumbent Editor in Chief's/General Manager's participation. This process occurs if the incumbent Editor in Chief/General Manager is seeking to return to the position or is unable to take part in the process for any reason.

i. The Director of Student Media and/or the Director of Student Media's designee convenes staff members who are not applying for the position in order to appoint a student designee who is not applying for the position to represent the student staff during the process. The Director of Student Media will appoint one student staff member to represent student staff during the process.

ii. Staff members who are not applying for the position have the option to interview applicants and provide a recommendation to the student designee and the Director of Student Media and/or the Director of Student Media's designee.

iii. The student designee and the Director of Student Media and/or the Director of Student Media's designee interview applicants.

iv. The student designee and Director of Student Media and/or the Director of Student Media's designee shall each recommend to the

Senior Vice President for Student Affairs ("SVPSA") the person or persons they feel is/are most qualified based on factors including but not limited to the candidate's application, past involvement, skill and knowledge.

v. The SVPSA may interview the candidate(s). If the SVPSA approves a recommended candidate, the position is filled and an announcement is made.

vi. If the SVPSA does not approve a recommended candidate, the SVPSA may request to interview other candidates. If none of the original applicants for the position receives the SVPSA's approval, the hiring process may be reopened.

vii. The final decision regarding hiring the Editor in Chief/General Manager rests with the SVPSA.

3. If the Editor in Chief/General Manager resigns, is dismissed or is otherwise unable to complete their term, the Director of Student Media and/or the Director of Student Media's designee will immediately appoint an interim Editor in Chief/General Manager to handle day-to-day duties and responsibilities.

A formal hiring process should be started as soon as possible, preferably within 14 days of the appointment of the interim Editor in Chief/General Manager. (See selecting new Editor in Chief/General Manager without the incumbent Editor in Chief's/General Manager's participation.)

#### **B. Hiring Student Managerial Staff**

The Editor in Chief/General Manager is primarily responsible for the hiring of student managerial staff for content-related (non-business-related) positions. The Editor in Chief/General Manager is strongly encouraged to hire the student managerial staff with enough time in the process to allow the newly hired student managerial staff the opportunity to provide significant and meaningful input in the process of hiring other editorial and content-related staff members. All Department of Student Media staffing decisions must be approved by the Director of Student Media and/or the Director of Student Media's designee.

The Director of Student Media and/or the Director of Student Media's designee are responsible for all hiring related to business, advertising and marketing functions.

#### **C. Hiring Other Staff**

Section editors/department managers are primarily responsible for filling out their staffs with responsible, dedicated students who add value to the Department of Student Media. The Editor in Chief/General

Manager is encouraged to allow section editors and department managers of content-related (non-business-related) areas as much autonomy as possible during the hiring of their staffs. All Department of Student Media staffing decisions must be approved by the Director of Student Media and/or the Director of Student Media's designee.

#### **D. Statement of Intent**

To provide for appropriate continuity, a statement of intent should be agreed to by newly hired staff members. See media-specific guidelines for specific statements of intent. This statement can be provided electronically via email.

#### **E. Policy Violation Investigations, Probation, Suspension and Termination for Editorial and Content-Related Positions**

1. Student staff membership with the Department of Student Media is "at will". The news source, studios or yearbook or the student staff member can terminate the staffing relationship at any time for any reason with or without notice. However, student staff members are encouraged to give at least two weeks' notice when employment is voluntarily ending.

2. In the event of a policy violation investigation for editorial and content-related positions, the Editor in Chief/General Manager is encouraged to rely on the advice and input of student managerial staff before determining a course of action. In the event that there is no student Editor in Chief or General Manager, the Director of Student Media (or his designee) will assume the responsibility of the Editor in Chief or General Manager as it relates to policy violation investigations, probation, suspension and termination for editorial and content-related positions.

3. With the approval of the Director of Student Media and/or the Director of Student Media's designee, the Editor in Chief/General Manager can opt to put a student staff member on probation to formally censure a student's work. This allows the censured student to remain on staff while he or she takes corrective action. However, such probation is optional at the discretion of the Editor in Chief/General Manager and approval of the Director of Student Media and/or the Director of Student Media's designee. At the completion of the probationary period, the Editor in Chief/General Manager (with the approval of the Director of Student Media and/or the Director of Student Media's designee) will determine further action, which can include but is not limited to reinstatement, suspension or termination. Probation is not a prerequisite to suspension or termination if it is determined that a student's actions are in violation of these policies.

4. With the approval of the Director of Student Media

and/or the Director of Student Media's designee, the Editor in Chief/General Manager can opt to suspend a student staff member for a fixed period of time during which that student is not allowed to work in Student Media in any capacity. Suspensions can be either paid or unpaid, and may include specific steps that the suspended student must accomplish to be reinstated. At the completion of the suspension period, the Editor in Chief/General Manager (with the approval of the Director of Student Media and/or the Director of Student Media's designee) will determine further action, which can include but is not limited to probation, reinstatement or termination. Suspension is not a prerequisite to termination if it is determined that a student's actions are in violation of these policies.

5. While staff member violations should be judged in context and on a case-by-case basis, there are several policy violations that likely will result in termination, including but not limited to: plagiarism; fabrication; copyright violation; conflict of interest; consistent absence from staff meetings with or without notice; presenting one's self or one's work in a manner that reflects adversely on the credibility of the Department of Student Media; violations of the University's Student Conduct Code (including sexual and racial harassment policies); and theft or willful destruction of Loyola Marymount University property.

6. If a staff member wishes to appeal their probation or suspension, they may request a meeting with the Director of Student Media. This request must be made to the Director of Student Media within five days of the staff member's probation or suspension. The final decision regarding the appeal rests with the Director of Student of Media and/or the Director of Student Media's designee.

7. If a staff member wishes to appeal their termination, he or she may request the formation of a student managerial staff panel to consider an appeal. This request must be made to the Director of Student Media within 15 days of the staff member's termination.

The Director of Student Media (or the Director of Student Media's designee) will convene a panel that shall consist of no fewer than two and no more than five student managerial staff members from other media within the Department of Student Media. (For example, if a staff member is appealing termination from the Los Angeles Loyolan, the panel will be comprised of student managerial staff of the ROAR Studios and The Tower yearbook.)

The panel will hear from the complainant and the Editor in Chief/General Manager responsible for the job action separately. The panel will discuss the situation outside of the complainant's and Editor in Chief/General Manager's presence. The panel will make a formal recommendation for

action to the Director of Student Media and/or the Director of Student Media's designee.

The final decision regarding the appeal rests with the Director of Student of Media and/or the Director of Student Media's designee.

**F. Policy Violation Investigations, Probation and Termination for Business, Advertising and Marketing Positions (Non-Editorial and Non-Content-Related Positions)**

1. Student staff membership with the Department of Student Media is "at will". The news source, studios or yearbook or the student staff member can terminate the staffing relationship at any time for any reason with or without notice. However, student staff members are encouraged to give at least two weeks' notice when employment is voluntarily ending.

2. In the event of a policy violation investigation for business, advertising and marketing positions (non-editorial and non-content-related positions), the Director of Student Media and/or the Director of Student Media's designee are encouraged to rely on the advice and input of student managerial staff before determining a course of action.

3. The Director of Student Media and/or the Director of Student Media's designee can opt to put a student staff member on probation to formally censure a student's work. This allows the censured student to remain on staff while he or she takes corrective action. However, such probation is optional at the discretion of the Director of Student Media and/or the Director of Student Media's designee. At the completion of the probationary period, the Director of Student Media and/or the Director of Student Media's designee will determine further action, which can include but is not limited to reinstatement, suspension or termination. Probation is not a prerequisite to suspension or termination if it is determined that a student's actions are in violation of these policies.

4. The Director of Student Media and/or the Director of Student Media's designee can opt to suspend a student staff member for a fixed period of time during which that student is not allowed to work in Student Media in any capacity. Suspensions can be either paid or unpaid, and may include specific steps that the suspended student must accomplish to be reinstated. At the completion of the suspension period, the Director of Student Media and/or the Director of Student Media's designee will determine further action, which can include but is not limited to probation, reinstatement or termination. Suspension is not a prerequisite to termination if it is determined that a student's actions are in violation of these policies.

5. While staff member violations should be judged in

context and on a case-by-case basis, there are several policy violations that likely will result in termination, including but not limited to: plagiarism; fabrication; copyright violation; conflict of interest; consistent absence from staff meetings with or without notice; presenting one's self or one's work in a manner that reflects adversely on the credibility of the Department of Student Media; violations of the University's Student Conduct Code (including sexual and racial harassment policies); and theft or willful destruction of Loyola Marymount University property.

6. If a staff member wishes to appeal their probation or suspension, they may request a meeting with the Director of Student Media. This request must be made to the Director of Student Media within five days of the staff member's probation or suspension. The final decision regarding the appeal rests with the Director of Student of Media and/or the Director of Student Media's designee.

7. If a staff member wishes to appeal their termination, they may request the formation of a student managerial staff panel to consider an appeal. This request must be made to the Director of Student Media within 15 days of the staff member's probation or termination.

The Director of Student Media or the Director of Student Media's designee will convene a panel that shall consist of no fewer than two and no more than five student managerial staff members from other media within the Department of Student Media. (For example, if a staff member is appealing termination from the Los Angeles Loyolan, the panel will be comprised of student managerial staff of the ROAR Studios and The Tower yearbook.)

The panel will hear separately from the complainant and the Director of Student Media or the Director of Student Media's designee (whomever is directly involved in the job action). The panel will discuss the situation outside of the complainant's and advisor's presence. The panel will make a formal recommendation for action to the Director of Student Media.

The final decision regarding the appeal rests with the Director of Student of Media and/or the Director of Student Media's designee.

**G. Probation, Suspension and Termination of the Editor in Chief (Los Angeles Loyolan/The Tower yearbook) or General Manager (ROAR Studios)**

1. If it is alleged that the Editor in Chief of either the Los Angeles Loyolan or The Tower or the General Manager of ROAR Studios is in violation of University policies (including those regarding Academic or Conduct and Community Responsibility) and/or Department of Student Media policies and/or media-specific operating guidelines,

the Director of Student Media (or his/her designee) will thoroughly assess the situation during an evaluation period.

2. Additionally, if the Director of Student Media (or the Director of Student Media's designee) is provided information that the Editor in Chief of either the Los Angeles Loyolan or The Tower or the General Manager of ROAR Studios is incapable of serving as the media outlet's top student leader for any reason, the Director of Student Media will thoroughly evaluate the situation during an evaluation period.

3. At the conclusion of the evaluation period, the Director of Student Media will recommend a remedy to the situation to the Senior Vice President for Student Affairs (or the Senior Vice President for Student Affairs' designee) to review.

4. The Senior Vice President for Student Affairs (or the Senior Vice President for Student Affairs' designee) will determine any disciplinary action, up to and including probation, suspension or termination.