

A4.32 – Student Dismissal



Approval Body:	Academic Council
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Amendment Date:	June 2025
Next Review Date:	September 2026
Supporting Documents:	Not Applicable
Related Policy:	R3.1 Academic Standing A4.2 Academic Honesty and Integrity A4.3 Attendance A4.5 Code of Student Conduct A4.14 Dispute Resolution A4.18 Grading A4.20 Learning Assessment A4.36 Work Experience Placement HS6.1 Alcohol, Smoking, and Substance Use

Purpose

The purpose of the Student Dismissal policy is to establish clear guidelines for addressing disruptive, unprofessional, or inappropriate behaviour, as well as academic performance and safety to practice issues, to ensure a safe and respectful learning environment, uphold academic standards, and provide a fair process for students to learn from and address their behaviour.

Definitions

Principles of Natural Justice

Refers to the foundational rules of procedural fairness that ensure individuals are treated equitably in decision-making processes. These principles include the right to be informed of the allegations or decisions that may affect them, the right to be heard and respond, and the right to an unbiased and impartial decision-maker. In the context of student dismissals, these principles protect the fairness, transparency, and integrity of the process.

Description

Stenberg College is committed to taking all reasonable steps to ensure that students have the opportunity to complete their programs successfully. As part of this commitment, the College maintains a safe, professional and productive learning environment, safeguarding fair and equitable treatment of students and staff. The College reserves the right to discipline, suspend or dismiss any student whose conduct is detrimental to the safety and integrity of the learning environment or is a risk to the safety or well-being of other students, staff, visitors and guests.

Principles

- Stenberg College is committed to upholding the Principles of Natural Justice, including the student's right to a fair and unbiased process, the right to be informed of the case against them, the right to respond, and the right to appeal decisions that may significantly impact their academic standing or enrolment.
- Stenberg College reserves the right to dismiss a student at any point in the academic year for non-compliance with institutional policies and procedures.

- The College considers life circumstances and educational concerns in the decision-making process related to student dismissal.
- Students will be notified of their dismissal in writing, which may be delivered in person, by email, or by registered mail. The notification will include the nature of the violation, the rationale for dismissal, and the effective date.
- The College is dedicated to maintaining a safe, professional, and productive learning environment, and will take necessary actions to address behavior that jeopardizes this environment.
- Students are expected to comply with all relevant policies and procedures, including those related to academic honesty, attendance, grading, learning assessment, and conduct.
- Students must adhere to ethical, programmatic, and academic guidelines required by Stenberg College policies and external program regulations, as well as meet financial, academic, and attendance obligations.
- A student who is dismissed from their program after having previously re-entered will not be eligible for re-entry and will receive a Letter of Final Dismissal.
- Following a final dismissal, students must wait a minimum of six (6) months to reflect and consider their options before seeking readmission as a new student, and program admission is at the discretion of the Program Dean/Director.

Reasons for Dismissal

Stenberg College expects students to adhere to professional standards of conduct and to comply with the policies and procedures. Accordingly, instances that will result in dismissal from their program include, but are not limited to the following reasons:

- Violation of the following policies: *R3.1 Academic Standing, A4.2 Academic Honesty and Integrity, A4.3 Attendance, A4.5 Code of Student Conduct, A4.18 Grading, A4.20 Learning Assessment, or A4.36 Work Experience Placement.*
- Demonstration of behaviour deemed unacceptable by Stenberg College, including, but not limited to abuse, bullying, harassment, sexual harassment, racism, physical violence, carrying of weapons on campus, theft, unsafe practices, cheating, plagiarism, including the creation of a negative or unprofessional environment in the teaching/learning environment or work experience setting that adversely affects learning.
- Failure to adhere to the ethical, programmatic, or academic guidelines required by Stenberg College policy or an external program regulatory requirement.
- Fraudulent documentation, including omissions or errors in admissions documentation.
- Non-payment of fees.
- Inability to meet program requirements and commitments as evaluated by faculty, Program Dean/Director, or work experience supervisor.
- Illegal behavior within Stenberg College or work experience sites.
- Clear evidence of being under the influence of alcohol or illegal drugs during class or a Practice Education/Clinical Practice experience.
- Criminal conviction while taking the program.
- Clear evidence of academic misconduct (cheating or plagiarism).

- Inability to meet program academic requirements.
- Inability to meet program attendance requirements.
- Inability to meet program tuition and supply obligations.
- Inability to meet Clinical Practice/Practice Education student competency requirements.
- Inability to meet program graduation requirements.
- Inability to comply with the terms outlined in a probation plan of action.
- Other policy violations.

Additional information may be found in the Academic Calendar or program website by referring to *R3.1 Academic Standing*, *A4.3 Attendance*, *A4.5 Code of Student Conduct*, *A4.18 Grading*, and *A4.20 Learning Assessment*.