

College of Life Sciences

Non-Compliance Policy

Noncompliance Procedures

BYU, as a higher education institution, is a complex environment subject to many laws and regulations. BYU is committed to compliance with all regulatory requirements applicable to campus operations. BYU expects all personnel to be familiar with and comply with university policy and with relevant federal and state laws and regulations. Specific expectations and policies can be found at policy.byu.edu and on the university's compliance website, compliance.byu.edu.

All college faculty, staff, students, and visitors will abide by regulations and policies of the department, college, university, state and federal entities. If faculty, staff, students or visitors are found in noncompliance of regulations or policies corrective action will be taken to bring the individual into compliance. Corrective action may include loss of access privileges, termination of employment or volunteer status, or failure of an academic course.

Employment at Brigham Young University is at-will employment. Employees may be terminated at any time and for any lawful reason, or no reason.

Academic Laboratory Classes

Noncompliance violations will be tracked within the semester or term the student is enrolled in the academic course.

1st Violation

The student will receive a verbal and written warning indicating noncompliance, unless severity of the violation warrants immediate removal with a failing grade issued to the student.

2nd Violation

The student will be asked to leave the lab and may receive a 0 (zero) for that lab exercise. The student must meet with the College Safety Officer before being allowed back into the lab.

3rd Violation

The student will be asked to leave permanently and may receive a failing grade for the lab course.

Research Laboratories & Field Work

Noncompliance violations for paid student employees, mentored students, or guests within the lab will be tracked within the academic year (fall semester through summer term).

1st Violation

The employee/volunteer will receive a verbal and written warning indicating noncompliance, unless severity of the violation warrants immediate removal from the lab including possible termination of employment.

2nd Violation

The employee/volunteer will meet with the College Safety Officer about the violations before being allowed to continue in their job duties. If warranted, their employment will be suspended for the remainder of the semester or term in which the violation occurs.

3rd Violation

The employee/volunteer will be asked to leave permanently from lab employment and may be blocked from future employment within the college.

Laboratory Audit Noncompliance

Faculty/Lab Supervisors who are found in noncompliance during a routine inspection from State or Federal oversight agencies, University Risk Management personnel, or the college safety officer will have 30 days to correct the noncompliance issue or have submitted a plan of corrective action if more than 30 days is required to their department chair and the college safety officer.

If corrective action is not taken within 30 days research activities will be suspended until a plan is submitted for correcting the noncompliance issue.