

**University of North Texas at Dallas**  
**Fall 2024**  
**8WK1 Online**  
**8/26/2024-10/19/2024**  
**MGMT 5140 Organizational Behavior and Analysis**

<b>Department of</b>	<b>Business</b>	<b>School of</b>	<b>Graduate</b>
<b>Instructor Name:</b>	<b>Dr. Will Burge</b>		
<b>Office Location:</b>	<b>Virtually and FH 302D</b>		
<b>Office Phone:</b>			
<b>Email Address:</b>	<b>William.Burge@untdallas.edu</b>		
<b>Office Hours:</b>	<b>Thursdays 12:00-2:00 via Zoom or by appointment via Zoom</b>		
<b>Classroom Location:</b>	<b><i>Hybrid-Founders Hall Room 304 and online</i></b>		
<b>Class Meeting Days &amp; Times:</b>	<b>This course follows an online instructional approach. All assignments are to be submitted by the due dates posted on the syllabus in Canvas.</b>		
<b>Course Catalog Description:</b>	MGMT5140 – Organizational Behavior and Analysis (3 hours) Research emphasis in organizational behavior stressing organization-people linkages and interrelationship, including selection, orientation and training; job design and reward systems; supervision; formal participation schemes; appraisals and development; organizational structure and design; communications; control; and conflict resolution. Examination of behavioral science methodologies and strategies. Applications to tangential areas of organization theory, development planning and implications for management and employee relations.		
<b>Prerequisites:</b>	<b>Not Applicable</b>		
<b>Required Text:</b>	Colquitt, J.A., LePine, J.A., and Wesson, M.J. (2017). Organizational Behavior: Improving performance and commitment in workplace (5th ed.). McGraw-Hill Education. ISBN: 978-1- 259-54509-2. Additional course materials will be provided in CANVAS		
<b>Access to Learning Resources:</b>	<b>UNT Dallas Library:</b> phone: (972) 780-1616 web: <a href="http://www.untdallas.edu/library">http://www.untdallas.edu/library</a> email: <a href="mailto:library@untdallas.edu">library@untdallas.edu</a>  <b>UNT Dallas Bookstore:</b> phone: (972) 780-3652 web: <a href="http://www.untdallas.edu/bookstore">http://www.untdallas.edu/bookstore</a> e-mail: <a href="mailto:untdallas@bkstr.com">untdallas@bkstr.com</a>		

<p><b>Supported Browsers:</b>          Chrome 67 &amp; 68          Firefox 60 &amp; 61          Flash 29, 30 (for audio/video)          Internet Explorer 11          Edge 41, 42          Respondus Lockdown Browser          Safari 10, 11</p> <p><b>Supported Devices:</b>          iPhone          Android          Chromebook  <i>(Tablet users can use the Canvas app)</i></p> <p><b>Screen Readers:</b>          VoiceOver (Safari)          JAWS (Internet Explorer)          NVDA (Firefox)  <i>Note: There is no screen reader support for Canvas in Chrome</i></p>	<p><b>Getting Help with Canvas:</b></p> <p><b>Canvas 24/7 Phone Support for Students: 1-833-668-8634</b></p> <p><b>Canvas Help Resources:</b>  <b>Web:</b> <a href="#">Canvas Student Guide</a></p> <p><b>For additional assistance, contact Student Assistance (Distance Learning):</b>          DAL 1-157          phone: (972)338-5580          email: <a href="mailto:distancelearning@untDallas.edu">distancelearning@untDallas.edu</a></p> <p><b><i>If you are working with Canvas 24/7 Support to resolve a technical issue, make sure to keep me updated on the troubleshooting progress.</i></b></p> <p><b><i>If you have a course-related issue (course content, assignment troubles, quiz difficulties) please contact me through class email.</i></b></p>																								
<p>The goals of this course are to: 1) To develop an understanding of individual behavior in formal organizations; 2) To understand how groups function in formal organizations; 3) To introduce students to the systems and dynamics of formal organizations.</p>																									
<table border="1"> <tr> <th colspan="2">Learning Objectives/Outcomes: At the end of this course, students will be able to:</th></tr> <tr><td>1</td><td>Demonstrate an understanding of individual behavior in organizations</td></tr> <tr><td>2</td><td>Define individual attitudes and job satisfaction</td></tr> <tr><td>3</td><td>Identify recent findings about individual differences in the workplace</td></tr> <tr><td>4</td><td>Define individual perception and decision making</td></tr> <tr><td>5</td><td>Demonstrate an understanding of concepts and applications of employee motivation</td></tr> <tr><td>6</td><td>Define group behavior and work teams</td></tr> <tr><td>7</td><td>Define communications processes in formal organizations</td></tr> <tr><td>8</td><td>Define contemporary issues in leadership</td></tr> <tr><td>9</td><td>Identify issues related to power and politics</td></tr> <tr><td>10</td><td>Define organizational culture</td></tr> <tr><td>11</td><td>Demonstrate an understanding of issues related to employee emotions and moods, conflict and negotiation in organizations, organizational structure, human resources practices, organizational change, and stress management</td></tr> </table>		Learning Objectives/Outcomes: At the end of this course, students will be able to:		1	Demonstrate an understanding of individual behavior in organizations	2	Define individual attitudes and job satisfaction	3	Identify recent findings about individual differences in the workplace	4	Define individual perception and decision making	5	Demonstrate an understanding of concepts and applications of employee motivation	6	Define group behavior and work teams	7	Define communications processes in formal organizations	8	Define contemporary issues in leadership	9	Identify issues related to power and politics	10	Define organizational culture	11	Demonstrate an understanding of issues related to employee emotions and moods, conflict and negotiation in organizations, organizational structure, human resources practices, organizational change, and stress management
Learning Objectives/Outcomes: At the end of this course, students will be able to:																									
1	Demonstrate an understanding of individual behavior in organizations																								
2	Define individual attitudes and job satisfaction																								
3	Identify recent findings about individual differences in the workplace																								
4	Define individual perception and decision making																								
5	Demonstrate an understanding of concepts and applications of employee motivation																								
6	Define group behavior and work teams																								
7	Define communications processes in formal organizations																								
8	Define contemporary issues in leadership																								
9	Identify issues related to power and politics																								
10	Define organizational culture																								
11	Demonstrate an understanding of issues related to employee emotions and moods, conflict and negotiation in organizations, organizational structure, human resources practices, organizational change, and stress management																								

## Online Course Outline

This schedule is subject to change by the instructor. Any changes to this schedule will be communicated in class or via class email or Canvas announcement. Additional readings and activities may be added, these will be noted in the Readings and Activities/Assignments sections.

Schedule	Topic	Activities/Assessment	Due Date
<b>Week 1 –</b> <b>8/26-9/1</b> <b>Module 1,2</b>	Organizational Behavior Job Performance Organizational Commitment	Online introductions  Go online to HumanMetrics.com and take the Myers Briggs preference test listed under Jung Theory  Review Syllabus, Schedule and Expectation. Module #1 Reading Assignments Chapter 1 – What is Organizational Behavior? Quiz 1 Module #2 Reading Assignments Chapter 2 – Job Performance Quiz 2 Chapter 3 – Organizational Commitment Quiz 3 NOTE: The following assignments may require weeks of preparation. Please read assignment handouts, so that you can plan accordingly: Assignment #1: Worst CoWorker Assignment #2: Problem Solving Assignment #3: Research Project: Theory Building Phase Assignment #4: Research Project: Theory Testing Phase	9/1, 11:59pm
<b>Week 2 – 9/2-9/8</b>	Job Satisfaction  Stress	Module #3	9/8, 11:59pm

<b>Online</b>  <b>Module 3,4,5</b>	Motivation	Reading Assignments Chapter 4 – Job Satisfaction Quiz 4  Module #4 Reading Assignments Chapter 5 – Stress Quiz 5 Chapter 6 – Motivation Quiz 6 Module #5 Reading Assignments Chapter 7, Trust, Justice and Ethics Quiz 7	9/8, 11:59pm Initial post due no later than Wed by 11:59pm posts to (2) peers due no later than Sunday by 11:59pm which means initial post M, T, W, 11:59pm. Two reply posts Th, F, S, and Sun, 11:59pm
<b>Week 3 – 9/9- 9/15</b>  <b>Module 6,7, 8</b>	Stress; Motivation; Trust, Justice, and Ethics; Learning and Decision Making, Personality and Cultural Value	Module #6 Exam 1: Chapters 1-7 Opens 9/9- Due 9/15 Module #7 Reading Assignments Chapter #8 – Learning and Decision Making Quiz 8 Module #8 Reading Assignments Chapter 9 – Personality and Cultural Values Quiz 9 Discussion Board #2: Problem Solving (Assignment Handout #2)	9/15, 11:59pm  9/15, 11:59pm Initial post due no later than Wed by 11:59pm. Two reply posts due Sunday, 11:59pm, which means M, T, W, 11:59pm. Two reply posts Th, F, S, Sunday, 11:59pm
<b>Week 4 –</b> <b>9/16-9/22 Online</b>  <b>Module 9,10</b>	Ability Teams: Characteristics and Diversity	Module #9 Reading Assignments Chapter 10 – Ability Quiz 10 Module #10 Reading Assignments Chapter 11 – Teams: Characteristics and Diversity Quiz 11 Discussion Board #3: Research Project: Theory Building Phase (Assignment Handout #3)  Exam #1 (Chapters 1-10)	9/22, 11:59pm  Initial post Mon due no later than Wed, 11:59pm. Two reply posts due Sunday, 11:59pm; which means M, T, W, 11:59pm. Two reply posts Th, F, S, Sunday, 11:59pm
<b>Week 5-</b> <b>9/23-29 Module</b>  <b>11,12</b>	Teams: Process and Communication Leadership, Power, and Negotiation	Student Presentation: Theory Building Phase of Research Project to Professor (Schedule	9/29, 11:59pm

		during the week of 9/18-25) Module#12 Reading Assignments Chapter 12 – Teams: Processes and Communication Quiz 12 Reading Assignments	
<b>Week 6 – 9/30-10/6</b>  <b>Online</b>  <b>Module 13,14,15</b>	Leadership Styles and Behaviors Organizational Structure Organizational Culture	Module #13 Reading Assignments Chapter 14 – Leadership Styles and Behaviors Quiz 14 Module #14 Reading Assignments Chapter 15 – Organizational Structure Quiz 15 Chapter 16 – Organization Culture Quiz 16 Module #15 Discussion Board #4: Research Project: Theory Testing Phase (Assignment Handout #4)	10/6, 11:59pm  Initial post due no later than Wed by 11:59pm posts to (2) peers due no later than Sunday by 11:59pm which means initial post M, T, W, 11:59pm. Two reply posts Th, F, S, and Sun, 11:59pm
<b>Week 7 –</b>  <b>10/7-10/13</b>		Student Presentation: Testing Phase to Professor	10/13 by 11:59pm
<b>Week 8 –</b> <b>10/14-10/19</b>  <b>Online</b>  <b>Module 16</b>		Module #16 Exam 2 Opens 10/14- Due 10/19 by 11:59pm	10/19, 11:59pm

This schedule is subject to change by the instructor. Changes to this schedule will be communicated by Canvas email. Late papers will not be accepted after the due date.

**Course Evaluation Methods** – this course will utilize the following instruments to determine student grades and proficiency of the learning outcomes for the course.

### **Discussion Boards**

Discussion Boards Discussion boards will be based on the following assignments: (1) Worst Coworker, (2) Problem Solving, (3) Research Project (Theory Building Phase) and (4) Research Project Theory Testing Phase. A detailed description for each assignment will be made available via Canvas. Please read them carefully and begin working on them as soon as possible. Some of the assignments require extensive preparation.

Your assignments will be evaluated using a grading rubric available in the assignment handout. In addition, you will be evaluated and receive a grade based on your professionalism skills (i.e., demonstration of time management, proactivity, and independence in ALL assignments).

Your assignments require that you participate in online discussions because they are an effective instructional method for creating class synergy. Online discussions require you to post an Original Response to the assignment and Reply to the Original Response or replies of your classmates (i.e., peers).

As part of your course grade, you are required to post at least 1 Original and 2 Reply postings in the discussion forums. (One original response and two reply posts for each assignment).

All Discussion postings are time-sensitive as indicated in the Course Schedule. Discussion forums will be locked up (no more posts) at the times indicated. No discussion credit will be given if you do not post timely responses to the Discussion Forums. You will not receive partial credit – you must make both posts (i.e., Original Response and Two Replies) and answer all questions to receive credit for/in a discussion forum. Discussion credit (points) will be assigned the week following the close of a discussion.

Discussion Boards are intended to promote discussion between and among students. There is no provision for making up a missed question for discussion and no questions for discussion will be administered at a time different than that provided in the syllabus.

**\*Do NOT attach a file in lieu of text in a Discussion post.\***

No one will read it done this way as it requires a download and it is too much trouble. Just reply to my Discussion Board question(s) rather than creating a new discussion thread. You will do that also in replying to someone else's post anyway. (New threads are started when you hit "Compose [New] Discussion Message" and change the Subject Line). Do not start a new discussion thread (by composing a new message) within a discussion forum – reply only to my or someone else's post(s). Remember that it takes 2 posted responses within a discussion to receive credit. If you reply to my discussion question(s) but do not post a response to your classmate's, you will receive a ZERO for that assignment.

Remember, also, that you will not receive any credit unless you answer ALL of my questions in a reply to my question(s). Again, remember that you must have at least one (1) original response to ALL of the question(s) I ask in a discussion AND at least two (2) replies to a classmate's post in a discussion forum by the Syllabus deadline for the assignment.

Public Discussion replies from me are unusual. A Discussion reply post from me will be rare simply because of the volume involved. I do READ and EVALUATE every post. I may reply to your post PRIVATELY. I will let you know privately if you are not in the right track. Please do not be offended if I do not reply to your discussion post. I do reply to all Canvas email. I suggest that you save all messages/mail/posts until the end of the course. I do ... so I can prove what was/was not sent/received during the semester. Although discussion posts are locked up Sundays @ 11:59 pm (except for the last week of classes), grades will not be posted until I read, evaluate, and process all posts. This will usually be by the Wednesday following the close of discussion.

In other words, there is not an immediate return of Discussion evaluation/grades as there is with Quizzes.

### **Quizzes**

You will have CANVAS Chapter Quizzes over the course term. No Chapter Quiz grades will be dropped. In each module, you will find all quizzes in the quiz folder and will be available on and will expire on the dates specified on the Course Schedule.

All Quizzes are open book, open notes. Complete the quizzes without the help of anyone else. Complete the quizzes after you finish reading the assigned work for that week. You will receive a zero if you do not complete a quiz by its deadline.

Each quiz contains 5 multiple choice or True/False questions and has a time limit of 10 minutes. You can take a Chapter Quiz only once. Quiz scores will be posted to your student record in Canvas. There is no provision for making up a missed quiz and no quiz will be given at a different time than that provided in the course syllabus. Chapter Quiz results are returned after a quiz is graded.

### **Exams**

These online exams will contain multiple choice items testing your comprehension of and ability to integrate material associated with the first half of the semester.

### **Grading Matrix:**

<b>Activities/Assignments</b>	<b>Points</b>
Assignment 1: Worst Coworker	60 points
Assignment 2: Problem Solving	60 points
Assignment 3: Research Project: Theory Building Phase	75 points
Assignment 4: Research Project: Theory Testing Phase	80 points
Quizzes (16@5 points each)	80 points
Exams (2 exams @100 points each)	200 points
Research Project Presentations	100 points
Professionalism:	20 points
Total	675 points

### **GRADE DETERMINATION:**

607.5 points and above = A

540.0 – 606.5 points = B

472.5 – 539.0 points = C

471.5 – 0 points = F.

Final scores/grades will NOT be “curved” or “adjusted”. Adjustment of exam scores may be made immediately after the exam (not at the end of the course) after analysis of the frequency of questions missed.

Note that an “A” clearly stands out as excellent work. A “B” demonstrates a thorough grasp of the subject matter and indicates high quality performance and solid work. A “C” meets the requirements of the course and represents average work.

### **Requests to Leave Class Early and Missed Lecture Material**

The scheduled in-person class will not be recorded. It is your responsibility for the material covered in class.

If you leave before attendance is called, you will be counted absent for the class.

Also, if you leave early, I will not repeat material that is covered in class. If I receive a request about material, you missed because you left early, I will refer to this policy on the syllabus.

### **Mistakes**

There are honest and dishonest mistakes. If you make an honest mistake, you are still responsible for meeting the course requirements.

Example of an “Honest” Mistake

I just forgot that the assignment was due on Thursday. Can I have an extension?

### **Assignment Due Dates**

Assignment due dates can be ANY day of the week. It is the student’s responsibility to refer to the syllabus for assignment due dates. Assuming there is a NORM for due dates is not an excuse for missing an assignment.

### **Questions Before Class Starts, In-Class or At the End of Class**

Questions about the material we cover are encouraged during class. It helps you as well as other classmates learn about the subject matter.

However, before and after the class is not the time to address administrative issues or questions about the class. Please address these issues during office hours, via Canvas message, or scheduled Zoom Meetings.

### **What are administrative issues?**

Here are a few examples of administrative issues that should be addressed during office hours, email, or scheduled Zoom meeting.

Ex. Student “forgot” to submit an assignment. Earns a zero for that Assignment. Students wants to argue about why they deserve a third chance to complete the assignment.

Ex. Student comes before class to explain why they need to leave early. I am not interested in why you “HAVE” to leave early. I have to attend the entire in-person session. I expect you to also attend the class. This is not an online class.

The professor will not stick around after class is over to answer questions.

### **Excused Absences Due to Illness**

Absences due to illness must be accompanied by written documentation to be excused. Examples of documentation include a doctor’s note.

The professor is not going to ask for the doctor’s note. It is the student’s responsibility to provide written documentation for the absence.

Students that email explanations of why they were absent are not acceptable in this class. The student should provide written documentation about the absence due to illness.

### **Examples of absences that WILL NOT be excused.**

1. Professor Burge I felt bad and could not complete the work on time. Student did not go to the doctor and/or does not have written documentation for the absence.
2. My neighbor’s kid got sick. I had to help them.
3. My pet is sick. I had to take them to the vet. No, this is not excused. You need to be sick.
4. I have a cold and slept past the due dates. You slept all week? 24/7
5. I think I have COVID because I have been feeling bad. Please send me the doctor’s note. Professor Burge I didn’t go get tested but I feel bad and need an extension. No, this is not acceptable as a documented absence due to illness.

\*These are just a few of the examples of unexcused absences. Any other absences due to illnesses without documentation will not be accepted.\*

### **Taking Exams Early**

Do not ask to take the exams early. The due dates and exam periods are posted on the syllabus. These are the exam dates that will be followed in this class.

## **Technology Problems**

It is the student's responsibility to have the proper technology in place to successfully complete assignments in this class. Technology problems are not an excuse for failing to complete and submit assignments by the due date.

## **University Policies and Procedures**

### **Students with Disabilities (ADA Compliance):**

#### **Chapter 7(7.004) Disability Accommodations for Students:**

The University of North Texas at Dallas makes reasonable academic accommodation for students with disabilities. Students seeking accommodations must first register with the Disability Services Office (DSO) to verify their eligibility. If a disability is verified, the DSO will provide you with an accommodation letter to be delivered to faculty to begin a private discussion regarding your specific needs in a course. You may request accommodations at any time, however, DSO notices of accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of accommodation for every semester and must meet/communicate with each faculty member prior to implementation in each class. Students are strongly encouraged to deliver letters of accommodation during faculty office hours or by appointment. Faculty members have the authority to ask students to discuss such letters during their designated office hours to protect the privacy of the student. For additional information see [Disability Services Office](#). You may also contact them by phone at 972-338-1777; by email at [UNTDisability@untdallas.edu](mailto:UNTDisability@untdallas.edu) or at Building 2, room 204.

### **Canvas Instructure Accessibility Statement:**

University of North Texas at Dallas is committed to ensuring its online and hybrid courses are usable by all students and faculty including those with disabilities. If you encounter any difficulties with technologies, please contact our ITSS Department. To better assist them, you would want to have the operating system, web browser and information on any assistive technology being used. [Canvas Instructure Accessibility Statement is also provided.](#)

**NOTE:** Additional instructional technology tools, such as Turnitin, Respondus, Panopto, and publisher cartridge content (i.e. MyLab, Pearson, etc.) may NOT be fully ADA compliant. Please contact our Disability Office should you require additional assistance utilizing any of these tools.

### **Course Evaluation Policy:**

Student's evaluations of teaching effectiveness is a requirement for all organized classes at UNT Dallas. This short survey will be made available to you at the end of the semester, providing you a chance to comment on how this class is taught. I am very interested in the feedback I get from students, as I work to continually improve my teaching. I consider students' evaluations to be an important part of your participation in this class.

**Assignment Policy:** (According to the instructor's discretion while working in concert with the division/program's guidelines).

**Exam Policy:** (Online exams and the ability to retake is solely at the instructor's discretion).  
NOTE: Online exams may be proctored on campus per instructor's discretion.

**Academic Integrity:**

Academic integrity is a hallmark of higher education. You are expected to abide by the University's code of Academic Integrity policy. Any person suspected of academic dishonesty (i.e., cheating or plagiarism) will be handled in accordance with the University's policies and procedures. Refer to [UNT Dallas' Student Code of Academic Integrity](#) for complete provisions of this code.

Academic dishonesty includes, but is not limited to, cheating, plagiarizing, fabrication of information or citations, facilitating acts of dishonesty by others, having unauthorized possession of examinations, submitting work of another person or work previously used without informing the instructor, or tampering with the academic work of other students.

Web-based Plagiarism Detection: Please be aware in some online or hybrid courses, students may be required to submit written assignments to Turnitin, a web-based plagiarism detection service, or another method. If submitting to Turnitin, please remove your title page and other personal information.

**Classroom Policies**

**Online Attendance and Participation:**

The University attendance policy is in effect for this course. Class attendance in the Canvas classroom and participation is expected because the class is designed as a shared learning experience, and because essential information not in the textbook will be discussed in the discussion board. Online presence and participation in all class discussions is essential to the integration of course material and your ability to demonstrate proficiency.

Attendance for this online or hybrid course is considered when you are logged in and active in Canvas, i.e., posting assignments, taking quizzes, or completing Discussion Boards. To maintain financial aid award eligibility, activity must occur before the census date of the session or term of the course. Refer to [UNT Dallas' Registrar](#) for specific dates. If you are absent/not active in the course shell, it is YOUR responsibility to let the instructor know immediately, upon your return, the reason for your absence if it is to be excused. All instructors must follow university policy 7.005 covering excused absences; however, it is the instructor's discretion, as outlined in the course syllabus, of how unexcused absences may or may not count against successful completion of the course.

**Inclement Weather and Online Classes:** Online classes may or may not be effected by campus closures due to inclement weather. Unless otherwise notified by your instructor via e-mail,

online messaging, or online announcement, students should assume that assignments are due as scheduled.

**Online “Netiquette”:**

In any social interaction, certain rules of etiquette are expected and contribute to more enjoyable and productive communication. Emails, Discussion Board messages and/or any other forms of written communication in the online environment should use proper “netiquette” (i.e., no writing in all caps (usually denotes yelling), no curse words, and no “flaming” messages (angry, personal attacks)).

Racial, ethnic, or gender slurs will not be tolerated, nor will pornography of any kind.

Any violation of online netiquette may result in a loss of points or removal from the course and referral to the Dean of Students, including warnings and other sanctions in accordance with the University’s policies and procedures. Refer to [UNT Dallas Student Code of Conduct](#). Respect is a given principle in all online communication. Therefore, please be sure to proofread all of your written communication prior to submission.

**Disruptive Classroom Behavior**

Students are expected to engage with the instructor and other students in this class in a respectful and civil manner at all times to promote a classroom environment that is conducive to teaching and learning. Students who engage in disruptive behavior will be directed to leave the classroom. A student who is directed to leave class due to disruptive behavior is not permitted to return to class until the student meets with a representative from the Dean of Students Office. It is the student’s responsibility to meet with the Dean of Students before class meets again and to provide the instructor confirmation of the meeting. A student who is directed to leave class will be assigned an unexcused absence for that class period and any other classes the student misses as a result of not meeting with the Dean of Students.

The student is responsible for material missed during all absences and the instructor is not responsible for providing missed material. In addition, the student will be assigned a failing grade for assignments, quizzes or examinations missed and will not be allowed to make up the work. The Code of Student’s Rights, Responsibilities, and Conduct (UNT Policy 7.001 found at <https://www.untDallas.edu/hr/upol>) describes disruption as the obstructing or interfering with university functions or activity, including any behavior that interferes with students, faculty, or staff access to an appropriate educational environment. Examples of disruptive behavior that may result in a student being directed to leave the classroom include but are not limited to: failure to comply with reasonable directive of University officials, action or combination of actions that unreasonable interfere with, hinder, obstruct, or prevents the rights of others to freely participate, threatening, assaulting, or causing harm to oneself or to another, uttering any words or performing any acts that cause physical injury, or threaten any individual, or interfere with any individual’s rightful actions, and harassment. You are encouraged to read the Code of Student’s Rights, Responsibilities, and Conduct for more information related behaviors that could be considered disruptive.

***Diversity/Tolerance Policy:***

*Students are encouraged to contribute their perspectives and insights to class discussions in the online environment. However, offensive & inappropriate language (swearing) and remarks offensive to others of particular nationalities, ethnic groups, sexual preferences, religious groups, genders, or other ascribed statuses will not be tolerated. Disruptions which violate the Code of Student Conduct will be referred to the Dean of Students as the instructor deems appropriate.*

**Technology Assistance:** In order to successfully access the materials in an online or hybrid course, UNT Dallas advises that your computer be equipped with the minimum system requirements listed on the first page of the syllabus.

If you experience difficulty accessing or using components of the course, try using Google Chrome browser. If you still experience technical difficulties, first, notify your instructor.

If the problem is still not resolved, call Student Assistance (Distance Learning) at the phone number listed on the first page of the syllabus. Also, no matter what browser you use, always enable pop-ups. For more information see:

- [UNT Dallas Canvas Technical Requirements](#)
- [Canvas Instructure Supported & Unsupported Operating Systems](#)