



EASTERN
GATEWAY
COMMUNITY
COLLEGE

POLICIES

POLICY #10-7

ANTI-HAZING

REFERENCES:

ORC#2903.31,
2903.311, 3333.0417,
3345.19
Fed Reg #

REVISION HISTORY

Approved By: Resolution #

**Effective Date: 11-17-
2021**

Purpose:

The purpose of this policy is to communicate Eastern Gateway Community College's commitment to a safe and respectful learning environment and the College's zero tolerance for any form of hazing.

Scope:

This policy applies to all EGCC students, student organizations, other student groups, and employees. This policy also applies to volunteers acting in an official capacity who advise or coach student organizations and have direct contact with students.

This policy applies to conduct that occurs on or off any EGCC campus, between two or more individuals who are affiliated with EGCC or any student organization or other organization associated with EGCC.

Definitions:

"Hazing" means pressuring, causing, forcing, soliciting or coercing any person to do any act of initiation or admission into any student organization or any act to continue or reinstate membership in or affiliation with any student organization that causes or creates a substantial risk of causing mental or physical harm to any person.

Hazing includes, but is not limited to, the following:

- Brutality of a physical nature including but not limited to paddling, whipping, beating, branding, forced calisthenics, or exposure to the elements;*
- Coerced consumption, including but not limited to any food, alcoholic beverage, liquid, drug, or any other substance that subjects the student to an unreasonable risk of harm;*
- Acts intended to cause mental stress, including but not limited to sleep deprivation, transportation or abandonment, confinement to a small space, forced exclusion from social contact, forced conduct which could result in embarrassment, any forced activity that is designed to shame or humiliate, or any action of harassment, including sexual harassment;*
- Engagement in any conduct prohibited by federal and/or state and/or municipal criminal law*

“Recklessly” means heedless indifference to the consequences, the person disregards a substantial and unjustifiable risk that the person’s conduct is likely to cause a certain result or is likely to be of a certain nature.

“Student group, organization, or club” means any student organization or other organization associated with or endorsed by EGCC.

Responsibility
Executive Position/Office

Security
President’s Office
Human Resources

Policy:

Eastern Gateway Community College is committed to providing a safe, healthy and respectful learning environment for the entire campus environment. Hazing conflicts with EGCC’s educational mission and goals. As such, hazing is strictly prohibited.

Prohibited Conduct

The following behaviors are prohibited:

- (1) Purposefully, knowingly, recklessly, or negligently hazing any person.*
- (2) Involvement in the planning of hazing and/or being present during hazing.*
- (3) Failing to intervene to prevent or stop hazing if the individual has prior knowledge of a planned hazing activity.*
- (4) Failing to assist or seek assistance if the individual knows or reasonably should know that another is in danger from effects of hazing.*
- (5) Knowingly making a false accusation of hazing.*
- (6) Failing to cooperate in an investigation of hazing.*
- (8) Retaliating against or taking adverse action toward any reporting party and/or person participating in a hazing investigation or disciplinary proceeding.*

Reporting - All reports involving misconduct are taken seriously. Individuals may report hazing to the following:

- *Security*
- *Human Resources will also take reports if the matter involves an EGCC employee or volunteer.*

Mandatory reporting: Any full-time or part-time EGCC employee who has knowledge of hazing or reasonable suspicious of hazing is required to immediately report the hazing incident to Security. Employees may also have a duty to report allegations of criminal conduct to local law enforcement.

Students, family members and campus visitors who have experienced hazing or who have information about hazing are encouraged to make a report.

Investigation and Corrective Action

Students and student organizations accused of violation of this policy are subject to the review and disciplinary process under the Student Code of Conduct.

Employees accused of violation of this policy are subject to review and corrective action or discipline in accordance with applicable EGCC policies and procedures and/or collective bargaining agreements.

Volunteers accused of violation of this policy are subject to termination of participation in all voluntary associations with EGCC.

EGCC will refer violations of this policy to law enforcement when deemed necessary or appropriate.

EGCC Website on Hazing

The President will ensure that a webpage is maintained that provides information concerning any report of hazing by student groups and clubs.

Educational Programming and Training

The President will ensure that EGCC students will be provided access to information on hazing awareness, prevention, intervention and this policy, in accordance with O.R.C. 3345.19

The President will ensure that all EGCC employees, volunteers who interact with, advise, or coach a student group, organization, or club, and all student members of a student group, organization, or club will be required to attend training on hazing awareness, prevention and this policy, in accordance with O.R.C. 3345.19.

The President will ensure development of procedures for the implementation of this policy.