

## Policies and Regulations

### NEPN Code: JICFA-R/STI

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#### Students

#### Hazing

##### I. Definitions

- A. “Hazing” means committing an act against a student or coercing a student into committing an act that creates a risk of harm to a person in order for the student to be initiated into or affiliated with a “student organization” (See Section B below) or for any other purpose. The term hazing includes, but is not limited to:
  1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
  2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activities that subject the student to a risk of harm or that adversely affect the mental or physical health or safety of the student.
  3. Any activity involving the consumption of alcoholic beverages, drugs, tobacco products, or any other food, liquid, or substance that subjects the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
  4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to undue mental stress, embarrassment, shame, or humiliation that adversely affects the mental health or dignity of the student and/or discourages the student from remaining in school.
  5. Any activity that causes or requires the student to perform a task that involves violation of any city ordinance, state or federal law, or Southeast Technical College policies or regulations.
  
- B. “Student organization” may refer to Southeast Tech, a group, a club, or an organization having students as the primary members or participants. It may also refer to grade levels, classes, teams, activities or particular Southeast Tech events. A “student organization” does not have to be an official, recognized Southeast Tech entity to come within the terms of this definition.

## **II. Reporting Procedures**

- A. Any person who believes he or she has been a victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to an administrator. Any person may also report hazing directly to the President or designee.
- B. Instructors, administrators, volunteers, contractors, and other employees of Southeast Tech shall be particularly alert to possible situations, circumstances, or events that might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute hazing shall inform an administrator or the President immediately.
- C. Southeast Tech will act to investigate all complaints (formal or informal, verbal or written) of hazing. A formal complaint may be submitted on the Complaint Investigation form available on myTech or any Southeast Tech administrator. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, or work assignments.

## **III. School District Action**

- A. Upon receipt of a complaint or report of hazing, the President or designee shall undertake or authorize an investigation by Southeast Tech officials or a third party designated by Southeast Tech.
- B. Southeast Tech may take immediate steps to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.
- C. Upon completion of the investigation, Southeast Tech will take appropriate action against any student or staff member who is found to have violated this policy. Southeast Tech action will be consistent with the requirements of Southeast Tech's policy and regulation JK/STI and JK-R/STI, or in accordance with the Employee Handbook.

## **IV. Reprisal**

Southeast Tech will discipline or take appropriate action against any student, instructor, administrator, volunteer, contractor or other employee of Southeast Tech who retaliates against any person who makes a good faith report of alleged hazing or who testifies, assists, or participates in an investigation, or who testifies, assists or participates in an investigation and/or hearing relating to hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

### **RELATED POLICIES:**

JK/STI / JK-R/STI – Student Discipline

GBEB/STI – Code of Conduct

Regulation		Board Action
adopted:	03-22-04	33778
reviewed:	03-22-10	35655
reviewed:	03-26-12	36326
reviewed:	08.01.18	ST00322
reviewed:	05.13.19	ST00387