



HAZING

Southeast Technical College Policy JICFA/STC

1. Purpose

Southeast Technical College (STC) aims to maintain a safe learning environment for students and employees free from hazing. Hazing activities of any type are contrary to the educational goals of STC and are prohibited.

2. General Statement of Policy

No student, employee, volunteer, or contractor of STC shall plan, direct, encourage, aid, or engage in hazing.

No employee, volunteer, or contractor of STC shall permit, condone, or tolerate hazing.

Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.

This policy applies to behavior that occurs on or off STC property, including student housing and all STC-related activities, whether in person or online, at any time before, during, or after school hours. A person who engages in an act that violates school policy or law to be initiated into or affiliated with a "student organization" (see definition below) shall be subject to discipline (see JK/STC Student Discipline Policy).

STC will investigate all complaints (formal or informal, verbal or written) of hazing and will discipline or take appropriate action against any student or STC employee who is found to have violated this policy.

3. Definitions

Hazing means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

- b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- d. causing, coercing, or otherwise inducing another person to perform sexual acts;
- e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- f. any activity against another person that includes a criminal violation of local, State, Tribal or Federal law; and
- g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student organization means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution

4. Reporting Procedures

1. Reporting Procedures

- a. Any person who believes they have been a victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately.
- b. Employees, volunteers, and contractors of STC shall be particularly alert to 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 report the alleged acts immediately .
- c. A formal complaint may be submitted on the [See Something, Say Something - Concerning Behavior Report | myTech](#) form available on myTech, [Southeast Technical College - Sioux Falls - South Dakota](#) or any STC administrator. STC will act to investigate all complaints (formal or informal, verbal or written) of hazing. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter’s future employment, grades, or work assignments.

2. Protection Against Retaliation

- a. STC strictly prohibits any form of retaliation against individuals who report hazing, participate in an investigation, or oppose hazing activities. Retaliation includes, but is not limited to, intimidation, harassment, threats, or any adverse action that could discourage individuals from reporting or participating in the investigation of hazing incidents.
- b. Any student, employee, or other individual found to have engaged in retaliation will be subject to disciplinary action, up to and including suspension, expulsion, or termination of employment. STC is committed to maintaining a safe environment where all individuals feel secure in reporting hazing concerns without fear of reprisal.

3. STC Action

- a. Upon receipt of a complaint or report of hazing, the President or designee shall undertake or authorize an investigation by STC officials or a third party designated by STC.
- b. STC may take immediate steps to protect the complainant, reporter, students, employees, or others pending completion of a hazing investigation.

- c. Upon completion of the investigation, STC will take appropriate action against any student or employee who is found to have violated this policy. STC action will be consistent with the requirements of STC’s policy and regulation JK/STC and JK-R/STC (Student Discipline), or in accordance with the STC Employee Handbook.

5. Related Policies

JK/STC / JK-R/STC – Student Discipline
 GBEB/STC – Code of Conduct

6. Dissemination of Policy and Training

This policy is located on STC’s website under Consumer Information – Southeast Tech Policies.

Board Approved:

Policy		Board Action
adopted:	03-22-04	33778
reviewed:	03-22-10	35655
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Regulation		Board Action
adopted:	03-22-04	33778
reviewed:	03-22-10	35655
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