

Anti-Hazing Policy, 7.11
Chapter 7: General Administrative

Responsible Office: Student Affairs and Human Resources

Applies to: Students, Staff, and Faculty

Approved: 11/16/2021

Policy: Hazing will not be tolerated at Rhodes State College. The College will investigate and respond to all reports of hazing as outlined in this Policy.

Guidelines:**I. Definitions**

- a. **Hazing:** Hazing means doing any of the following, or pressuring, causing, forcing, soliciting, or coercing any person, including the victim, to do any of the following for the purpose of initiating, admitting, or affiliating an individual into or with a student group or student organization; continuing, reinstating, or enhancing an individual's membership or status in a student group or student organization; or perpetuating or furthering a tradition or ritual of a student group or student organization: (a) Engage in any conduct prohibited by federal and/or state and/or municipal criminal law, regardless of whether an arrest is made, or criminal charges are brought; (b) Take into their body any food, liquid (including alcohol), drug of abuse, as defined in section 3719.01 of the Revised Code, or other substance that subjects the person to a substantial risk of mental or physical harm; and/or; (c) Cause or create a substantial risk of causing mental or physical harm to another and/or engage in any act or omission that contributes to the death of another.
- b. **Organization:** Organization includes any College student groups (e.g. registered student organizations, intramural or club athletic teams, and other recognized student groups). Organization includes those recognized by, or operating under the sanction of, the College.
- c. **Student:** Student means an individual who has registered for College classes, or is taking classes, either part time or full time. The status of "student" continues to exist until an individual graduates, is dismissed, or has not registered and is not in attendance after the 15th day of the current term.

II. Policy Details**a. Scope of Policy**

The College holds students, staff, and faculty accountable for their behavior both on and off-campus and addresses behavior that is a violation of the [Student Code of Conduct \(4.01\)](#) and the [Disciplinary Action and Due Process \(5.5\)](#). This Anti-Hazing Policy applies to all staff, faculty, students, student organizations, and student groups and is effective from matriculation to commencement, including breaks in the academic year. This Policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the

College, or any student or other organization associated with the College. This Policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups and who have direct contact with students.

b. Policy Enforcement

Hazing is a serious offense of the [Student Code of Conduct \(4.01\)](#) and [Disciplinary Action and Due Process \(5.5\)](#) and, therefore, is subject to the full range of sanctions (reprimand, disciplinary probation, suspensions, and expulsion or termination). The Dean of Student Affairs shall coordinate the investigation of all hazing allegations made against a student and the Executive Director of Human Resources shall coordinate the investigation of hazing allegations made against staff and faculty. Individuals wishing to report a hazing incident may do so by following the procedures for reporting a non-academic allegation as outlined in the [Student Code of Conduct \(4.01\)](#) and [Student Complaint/Grievance Policy \(11.1\)](#) or may report the violation directly to law enforcement. Reports can be made online through the [College Incident Reporting Form](#). Anonymous reports are accepted; however, the College's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited. Any individual(s) who report a hazing incident will not be retaliated against.

Immediately upon learning of potential hazing, any employee with a duty to report violations of this Policy who received a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation of this Policy is required to report the alleged conduct to the Executive Director of Human Resources. Employees with a duty to report violations of this Policy include faculty, administrators, coaches, and staff. Graduate assistants and student employees have a duty to report violations of this Policy of which they become aware in the course of their duties when these duties include responsibility for the safety and wellbeing of other members of the campus community or if they have supervisory, evaluative, grading, or advisory responsibility over other members of the campus community. In addition to the duty to report hazing to the Executive Director of Human Resources as identified in the prior paragraph, in some circumstances there is also a duty to report allegations of criminal conduct to law enforcement.

When appropriate, other College offices may handle certain aspects of the College response (e.g., Human Resources, Safety & Security). Additionally, the Dean of Student Affairs or Executive Director of Human Resources will assess the need for interim measures (e.g. suspension of current group activities or disciplinary action). Any allegations related to hazing will be investigated and resolved in keeping with the [Student Code of Conduct Procedure \(4.01\(a\)\)](#), [Student Complaint/Grievance Policy \(11.1\)](#) and the [Disciplinary Action and Due Process policy \(5.5\)](#), including all investigation and hearing timelines. At the point when a formal conduct charge is made against an organization, the national or oversight organization, if any, shall be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency. Rhodes State College may charge an individual or a group with a violation of this Anti-Hazing Policy via the [Student Code of Conduct \(4.01\)](#),

the [Disciplinary Action and Due Process policy \(5.5\)](#), and/or other college rules, regulations or policies. The College has the right to take action regardless of the actions of the governing body. Sanctions applied to organizations and/or individuals will be imposed in accordance with the severity of the violation and will be determined by the Dean of Student Affairs. Disciplinary action imposed upon a staff or faculty member will be imposed in accordance with the severity of the violation and determined by the Executive Director of Human Resources.

c. College Reporting

The College will maintain a report of all violations of this Policy that are reported to the College and which result in a charge of violation of this Policy. The College will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the College’s website.

d. College Training & Education

The College shall provide annually at least one program on hazing prevention education to all members, prospective members and anyone who is employed by or volunteers with the organization. The education may be provided in person, electronically, or both. The College will maintain a record of individuals who have completed the program.

Related Policies or Procedures:

[Disciplinary Action and Due Process Policy 5.5](#)

[Student Code of Conduct Policy 4.01](#)

[Student Code of Conduct Procedure 4.01\(a\)](#)

[Student Complaint/Grievance Policy 11.1](#)

Compliance References:

[Ohio Revised Code 2903.31](#)

[Ohio Department of Higher Education Statewide Educational Plan for Preventing Hazing at Institutions of Higher Education](#)

History:

	Date:	Reason:
Issued:	11/16/2021	Original policy was reviewed and approved by Board of Trustees
Revised:	MM/DD/YYYY	

This policy and / or procedure provides operating principles for Human Resources issues at Rhodes State College. It supersedes any prior policy covering specific subject. This policy and / or procedure may be suspended, modified or cancelled as determined by the College. This policy and / or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.