

3354: 1-30-10 Anti-Hazing Policy

(A) Definitions:

(1) “Hazing” includes doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse as defined by the Ohio Revised Code.

(2) “Organization” includes groups recognized by, or operating under the sanction of, the College.

(3) “Student” includes persons who have applied, registered or are taking credit or non-credit classes at the College, either full time or part time, to pursue training, certification, undergraduate, or professional studies. Persons who withdraw after allegedly violating the Hazing Policy, who are not officially enrolled for a particular term but who have a continuing academic relationship or educational interest with the College, or who have been notified of their acceptance for admission are considered “Students”.

(4) “Individuals Associated with an Organization” includes persons connected or affiliated with an Organization from outside the College, alumni not serving in an official volunteer or advisory capacity, representatives from an Organization, and College employees associated or affiliated with the Organization.

(5) “Volunteer” includes an individual who advises or coaches an organization recognized by or operating under the sanction of an institution and who has direct contact with students and who is acting in an official and professional capacity.

(6) “Mandatory Reporter” includes employees, Volunteers, advisors, consultants, and alumni of the College.

(B) Hazing is Prohibited:

Cuyahoga Community College (the “College”) establishes this Anti-Hazing policy as part of its commitment to promoting a safe and healthy environment for the College community. The College will not tolerate Hazing by any members of the College community, regardless of whether the Hazing takes place on or off campus, and will investigate and respond to all reports of Hazing as outlined in this policy.

(C) Applicability and Scope:

(1) This policy applies to College Students, Organizations, Individuals Associated with an Organization, and Mandatory Reporters.

(2) This policy applies to College-sponsored or approved activities, and at non-College activities involving more than one College Student. This policy applies to all College locations, including where the College is extended to distance education, such as study abroad, experiential learning opportunities, clinical placements, and athletic, club sport, and other group travel. This policy may also be applied to behavior conducted online, via e-mail or through electronic media, in cases where the behavior is not protected by the First Amendment Right to freedom of expression or the Free Speech Policy.

(3) The College holds Students accountable for their behavior both on and off-campus and addresses behavior that is a violation of the Student Conduct Code. This anti-hazing policy applies to Hazing that takes place between two or more people affiliated with the College regardless if it occurs at a College sanctioned or non-sanctioned event.

(D) Sanctions:

- (1) Violations of this policy by Students, employees or Organizations will be sanctioned in accordance with the College's Student Code of Conduct.
 - (a) The Office of Student Affairs shall coordinate the investigation of all hazing allegations. When appropriate, other College offices may handle certain aspects of the college response (e.g., Human Resources, Campus Police, etc.)
 - (b) Additionally, the Office of Student Affairs will assess the need for and institute interim measures (e.g. suspension of current group activities). Every effort will be taken to complete the investigation in a timely manner. The hazing allegation will be investigated and resolved in keeping with either the Student Code of Conduct or the Employee Code of Conduct, as applicable. Once 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.
 - (c) The College may charge a Student, employee or Organization with a violation of this policy via the applicable Code of Conduct and/or other College rules, regulations or policies. Sanctions applied to a Student, employee or Organizations will be imposed in accordance with the severity of the violation and will be determined by the Office of Student Affairs or Human Resources Department, as applicable.
- (2) Violations of this policy are subject to referral to appropriate law enforcement or College services, as well as, to regional and international affiliated offices of student organizations, for action and prosecution.
- (3) Violations of this Policy by College employees may result in corrective action or discipline (including termination) in accordance with College's Employee Code of Conduct and/or collective bargaining agreements.

(E) Reporting Hazing:

(1) Mandatory Reporters:

(A) Immediately upon learning of potential hazing, Mandatory Reporters have a duty to report any suspected or known violations of this policy to the Office of Student Affairs and Campus Police. This obligation extends to reporting what is learned by direct observation and what is learned indirectly from other individuals. Failure to report suspected or known incidents of Hazing by a Mandatory Reporter may constitute a violation of the Employee Code of Conduct and/or collective bargaining agreements. Student Affairs and Campus Police will coordinate with each other upon receipt of a report of hazing to ensure both departments are aware of the report, the investigation or the claim and any associated outcome.

(B) Ohio law requires that no individual acting in an official and professional capacity for the College, including Mandatory Reporters, shall recklessly fail to immediately report the knowledge of hazing to law enforcement. Further, failing to report a hazing offense involving physical harm is a first-degree misdemeanor.

(2) How to Report Hazing to both Student Affairs and Campus Police

(A) Office of Student Affairs: An online Hazing Incident Reporting Form is available on the College's Student Complaints and Concerns website.

(B) Tri-C Campus Police: If you suspect or have knowledge that hazing is occurring, call Campus police at 216.987.4325 for non-emergencies and 216.987.4911 for emergencies.

(C) 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.

(F) Bi-Annual Report:

Commencing in January 2023, the College will maintain a report of all violations of this hazing policy that are reported to the College and which result in a charge of violation of this hazing 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.

(G) Anti-Hazing Training:

(1) All Students seeking membership in a registered student organization or student group at the College must complete the anti-hazing training provided by the College. Failure to complete the training will result in the Student being denied the ability to join any recognized student organization or group. If a Student is unsure if they have completed the required program they should contact the Office of Student Affairs to verify their eligibility to join a student organization or group.

- (2) 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, virtually, or both. The Office of Student Affairs will maintain a record of individuals who have completed the program.

The President or the President's designee is hereby directed to take all steps necessary and appropriate for the effective implementation of this policy.

Effective date: October 18, 2022