

HAZING PREVENTION AND AWARENESS

Policy 399

Summary and Purpose

The purpose of the Hazing Prevention and Awareness Policy at Glen Oaks Community College (GOCC) is to ensure compliance with the Stop Campus Hazing Act (H.R. 5646) and Michigan State Law (MCL-Section 750.411t), providing a proactive framework for the prevention of hazing. The policy aims to promote a campus environment where hazing is not tolerated, through educational initiatives, awareness programs, and prevention strategies. By implementing this policy, GOCC affirms its commitment to student safety, health, and well-being, aligning with state and federal efforts to eliminate hazing practices on college campuses. This policy works in tandem with Policy 398 Hazing.

Scope and Jurisdiction

This policy applies to all students, faculty, staff, and student organizations at Glen Oaks Community College (GOCC). It affects individuals and groups involved in campus life, including student clubs, athletic teams, and any other organization or entity that may engage in initiation or group cohesion activities. This policy also applies to all GOCC employees responsible for facilitating training, educating students, and investigating hazing reports.

Definitions

Hazing: any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other people, against another person, and in which both of the following apply:

1. The act was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in any organization that is affiliated with the College; and
2. The act contributes to a reasonable risk of potential physical injury, mental harm, or degradation; or causes physical injury, mental harm, or personal degradation.

Such actions and situations may include, but are not limited to, the following:

1. whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity;
2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. causing, coercing, or otherwise inducing another person to perform sexual acts;
5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
6. any activity against another person that includes a criminal violation of local, State, or Federal law; and
7. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, or Federal law

Hazing Prevention: The strategies, educational programs, or outreach efforts designed to raise awareness of hazing, prevent hazing incidents, and ensure compliance with College Policy and applicable local, state, and federal laws.

Hazing Awareness and Prevention Program

The Hazing Awareness and Prevention Program will include information on recognizing and understanding hazing behaviors, understanding legal ramifications under the Stop Campus Hazing Act and Michigan's MCL-Section 750.411t, and the College's zero-tolerance policy for hazing.

The program will cover the potential physical, emotional, and legal consequences of hazing for both victims and perpetrators, emphasizing that hazing is a violation of the law and GOCC policies.

Students, faculty, and staff will also be educated on how to safely report incidents of hazing and the resources available to individuals affected by hazing.

Informational materials, online resources, and training will be made available to all students, faculty, and staff throughout the year.

Reporting Incidents of Hazing

Violations of this policy can be reported by filing a complaint with the Vice President of Student Services in person or online by using the Report a Concern button at glenoaks.edu.

Roles and Responsibilities

1. All members of the College community are responsible for reporting alleged violations of this, or any other, College policy.
2. The Vice President of Student Services and Executive Director of Human Resources, in consultation with other personnel as appropriate, are responsible for implementing and enforcing this policy.
3. Student Organizations and Athletics must ensure that all group activities and initiation rituals are free from hazing practices and adhere to the College's prevention protocols.

Policy History: Adopted by the Board of Trustees 5/15/25