

HAZING

Policy 398

Summary and Purpose

Glen Oaks Community College is committed to fostering experiences, relationships and environments that contribute to the good of our community and ensure that every student feels a firm sense of belonging. Hazing of any kind is prohibitive to these goals and is a violation of the Student Code of Conduct, Policy 3.42. The purpose of this policy is to align with the Stop Campus Hazing Act by providing a framework for reporting and addressing hazing incidents.

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

Organization: an association, student club, student organization, fraternity, sorority, athletic team, or other similar group that is affiliated with the College and whose membership consists primarily of students enrolled at the College

Student: Any person who is admitted to or enrolled at Glen Oaks Community College.

Student Organization: An organization at an institution of higher education, such as a club, society, association, athletic team, fraternity, sorority, band, or student government, in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

Guiding Principles

The following guidelines are used to outline standards of conduct in accordance with this policy.

1. Hazing is strictly prohibited.
2. Any solicitation to engage in hazing is prohibited.
3. Aiding and abetting another person who is engaged in hazing is prohibited.
4. Because of the socially coercive nature of hazing, implied or expressed consent is not a defense under this policy.
5. Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the Student Code of Conduct.
6. Any College employee who knowingly permits, authorizes, or condones hazing activity is subject to disciplinary action, up to and including termination of employment.
7. All students, faculty, and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.
8. Knowingly making a false accusation of hazing is prohibited.

Reporting Incidents of Hazing

Violations of this policy can be reported by filing a complaint in person with the Vice President of Student Services (students) or the Executive Director of Human Resources (employees) or by submitting a report online by using the Report a Concern button at glenoaks.edu.

1. The College will investigate the complaint in accordance with the student disciplinary procedures as described in Policy 3.42: Student Code of Conduct. Student disciplinary procedures shall govern all proceedings involving such a complaint.
2. Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with College policies and procedures governing employee misconduct.
3. Any violation involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately to local law enforcement officials by dialing 911.
4. The College will report to law enforcement any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the College community. Such reports of hazing shall include, but not be limited to, criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession.

Amnesty

The College recognizes that individuals may be reluctant to report hazing activity for fear of potential consequences for their own conduct. Therefore, students who make a report under this Policy or who participate in an investigation related to this Policy will not be charged with other minor College policy violations that are brought to light in

the course of the investigation that arose out of, or were committed as a direct result of, the incident(s) under investigation as long as those behaviors do not represent a threat to the health, safety, or wellbeing of others. For example, students required to consume alcohol as part of a hazing incident will not be charged with violations of College alcohol policies.

In addition, students who, in good faith, seek or obtain medical assistance (e.g., by calling 911) for themselves or for another person for the overconsumption of alcohol or for a drug overdose, shall not be charged with a violation of the Code of Student Conduct in connection with the possession or consumption of alcohol or drugs as outlined in College policies.

Student Sanctions

Hazing may result in individual and/or group consequences including but not limited to:

1. Verbal Warning— Student or organization is given a verbal warning and a notation is made in the student's or organization's disciplinary file.
2. Written Warning— A notice in writing to the student or organization. A copy of the warning letter is placed in the student's or organization's disciplinary file.
3. Probation— A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student or organization is found to violate any institutional regulation(s) during the probationary period.
4. Loss of Privileges— Denial of specified privileges for a designated period of time.
5. Restitution— Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
6. Discretionary Sanctions— Work assignments, essays, service to the College, Community Service, or other related discretionary assignments.
7. College no contact orders— Prohibits contact between the Respondent and the Complainant (when appropriate). Contact includes but is not limited to in person contact, telephone calls, email, texts, social media-based messages or postings, other electronic communications, and third-party communications including through proxies.
8. College Suspension— Separation of the student from the College for a definite period of time (usually a year or less) after which the student is eligible to return. Conditions for readmission may be specified.
9. College Dismissal— separation of the student from the College for a year or more. The student may be eligible for return. Conditions for readmission may be specified.
10. College Expulsion— Permanent separation of the student from the College.
11. Disciplinary Dissolution— the loss of College recognition for a period of time not to exceed five (5) years. Dissolution results in the loss of use of the College's name, equipment, and facilities and the ability to participate in College events. At the end of the dissolution, the organization shall contact the Vice President of Student Services to follow any reinstatement processes in place at that time.
12. Disciplinary Termination the permanent loss of College recognition, including the loss of privilege to use the College's name, equipment, facilities and the ability to participate in College events.

Appeals

Students or organizations may appeal the determination or sanction in writing within five days of the decision to the Vice President of Student Services. Appeals are only permitted, and processes will be followed, as outlined in Policy 3.42: Student Code of Conduct.

Retaliation

The College seeks to foster an environment in which all employees and students feel free to report incidents of hazing without fear of retaliation or reprisal. Therefore, the College strictly prohibits retaliation against any individual for filing a complaint or for participating in an investigation or hearing. Retaliatory conduct constitutes a violation of College policies. Any student who believes that they have been harassed or retaliated against should immediately report such incidents to the Vice President of Student Services. All allegations of retaliation will be thoroughly investigated. If it is determined that retaliation has occurred, the College will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including expulsion.

Transparency Report

Glen Oaks Community College will include in its annual security report (1) a statement of current policies relating to hazing, how to report hazing incidents, the process used to investigate hazing incidents and information on applicable laws on hazing (MCL-Section 750.411t and H.R. 5646 Stop Campus Hazing Act); and (2) a statement of policy regarding prevention and awareness (OP 30.0006) programs relating to hazing that includes a description of prevention programs.

Glen Oaks Community College will also maintain a report on the College's website that provides information concerning findings of hazing misconduct by students, student organizations, and student groups for the previous five (5) academic years. Reports will include a brief description of the violation, the date of the incident, the dates the investigation began and concluded, the date the institution provided notice to the organization of the outcome, the outcome/finding of the alleged misconduct, use of illegal drugs or alcohol, and sanction(s). The Campus Hazing Transparency Report will not be developed or updated unless there is a finding of a hazing violation per the Student Code of Conduct.

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