

## 3.11 ANTI-HAZING

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Revised:

### Policy

Hazing is inconsistent with Delaware County Community College values and policies in addition to a violation of Pennsylvania law. All student clubs, student organizations, and student athletic teams (hereafter referred to as organizations) and any individual members of these organizations are prohibited from engaging in any form of hazing with other members or potential members. Students and organizations shall be held accountable for violating this policy.

### Definition

"Hazing" is defined as any intentional or unintentional action taken or situation created, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment or ridicule for the purpose of initiation, admission, affiliating or as a perceived condition of continued or enhanced membership or status in any student organization recognized by Delaware County Community College. Such activities and situations may include but are not limited to:

- Any activity that causes or requires the student to perform a task that involves violation of the College Code of Conduct, or local, state or federal law.
- Any activity requiring the consumption of food, alcohol, liquid, drugs, or other substances, which subjects the student to a risk of emotional or physical harm.
- Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, required calisthenics, exercise or other games requiring physical exertion, or other activity that subjects the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity that intimidates or threatens a student with shunning, subjects a student to mental stress, embarrassment, shame or humiliation, or adversely affects the mental health or dignity of the students, or discourages the student from remaining in school.
- Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
- The expressed or implied consent of the victim shall not be a defense. Even if the victim of hazing consents or willingly participates, the behavior is still considered an act of hazing and is a violation of this policy and the College Code of Conduct.
- Endure any other activity that creates a reasonable likelihood of bodily injury or emotional distress to the student.
- Having knowledge of hazing but failing to stop or report it.

Hazing shall not include reasonable and customary training, contests, competitions, or events.

Sanctions listed below do not prevent and may be in addition to any legal or civil penalties stemming from the same incident or incidents.

## Adjudication of Students

Organizations are subject to this policy and the same procedures and due process as outlined for students in the Student Code of Conduct. Sanctions for organizations may include:

- Letter of Warning – A notice in writing to the organization that it has violated College Policy.
- Disciplinary Probation – A written reprimand for violation of College policy. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the organization is found to violate College Policy during the probationary period. The organization may also be prohibited from representing the College or participating in College activities.
- Loss of Recognition – The organization will no longer be recognized by the College either permanently or for a specified period of time. The organization must forfeit any benefits associated with recognition including but not limited to College funds and office space.
- Restitution – The organization must restore property or personal relationship with others; otherwise, the organization may be denied certain privileges or will have activities restricted.
- Fines – In accordance with the severity of the violation and the harm to the College, monetary fines may be imposed.
- Other Sanctions – Consistent with the severity of the violation, additional or alternate sanctions, including but not limited to, restrictions on participation in certain College sponsored activities, oral or written apologies, educational activities/projects, attendance at counseling sessions, and/or participation in College or community service.

## Reporting Hazing Incidents

The reporting would be to the Office of Student Conduct or the Department of Safety and Security. On the Student Conduct page on the College's website, there is a link that allows anyone to report a concern to the Office of Student Conduct.

## Education

Upon recognition and each fall and spring semester the organization is recognized thereafter, it shall receive a copy of this policy. The Director of Campus Life and the Director of Athletics shall be responsible for distribution. This policy, along with the previous five years of hazing violations, shall be posted on the College's website.