

## ANTI-HAZING POLICY

### PURPOSE

Edison State Community College prohibits hazing as defined in this policy. The College will investigate and respond to all reports of hazing as outlined in this policy.

**“Hazing” means 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 causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.**

### POLICY STATEMENT

The goal of this policy is to prevent hazing, and applies to all Edison State Community College students, student organizations, student groups, and employees. The policy applies to hazing that takes place between two or more people who are affiliated with the institution regardless if the hazing occurs on or off campus.

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. This Policy is effective from matriculation to commencement, including breaks in the academic year and Edison State Community College has jurisdiction whether the conduct occurs on or off campus.

### Sanctions

Hazing is a serious offense of the Edison State Community College “Student Code of Conduct” and, therefore, is subject to the full range of sanctions listed below which are detailed on page 36 of the student handbook found [here](#).

- Warning
- Probation
- Restitution
- Dismissal from Class
- Limited Access to Facilities
- Suspension
- Expulsion
- Disciplinary Hold

Other Sanctions as deemed necessary may include loss of privileges, fines, and/or mandated mental health assessment.

### Policy Enforcement

Procedures for Institutional Response:

- (1) Edison State Community College will always notify the appropriate law enforcement agency or agencies when a report of hazing is received and document that the notification was made.
- (2) The College will determine if interim measures are needed to protect the safety and/or well-being of others
- (3) The Dean of Student Engagement, or designee, will launch an immediate investigation into all reports of hazing involving students, student groups, and student organizations. During the course of the investigation, students, student groups, and student organizations may request to enter information into the record and may recommend specific witnesses to the investigator(s). Ultimately, the investigator(s) will determine the relevance of the information or witnesses. In completing the investigation, the investigators may:
  - (a) Make contact (if possible) with the individual(s) who submitted the initial information.
  - (b) Make contact with the individual(s) alleged to have violated this Policy. If the conduct involved a student organization or student group, the investigator(s) will contact the presiding student leader and advisor of the entity under investigation.
  - (c) Interview any individuals with relevant information.
  - (d) Request relevant information from members of the student group or student organization (e.g. text messages, screenshots, pictures, videos).
  - (e) Require members of the student group or student organization, or a select group of members, to meet with staff and may restrict communication between the student group or student organization members during an interview.
  - (f) Request students to undergo a physical examination at a local medical facility or by an appropriate medical professional to share a summary of the relevant results of the examination (e.g. findings of physical abuse, Blood Alcohol Content, drug usage). The summary will be considered an educational record under the Family Educational Rights and Privacy Act.
- (4) Students must appear at required conduct meetings. Students are not compelled to answer questions or provide information. If a student fails to participate in the conduct process, the College may proceed to resolve the matter. No adverse inference may be drawn against a student who does not participate in the conduct process.
- (5) Students participating in an investigation process are expected to do so in an active, cooperative, and truthful manner. Falsifying, distorting, intentionally omitting, or misrepresenting information is a violation of the Code of Student Conduct.

The College will make every effort to complete the initial investigation within a period of thirty (30) days, barring extenuating circumstances. If the circumstances require more than thirty (30) days, the College will notify the student group or student organization representative(s) of the delay, including the reason(s) for the delay and the anticipated timeline for completing the investigation.”

### Where and How to Report

Reporting an Incident: Campus safety is our top priority and we take all reports of misconduct seriously to protect everyone’s health and well-being. Edison State Community College depends on community members to identify and report behaviors of concern so that the College can provide distressed students and employees with appropriate support services and resources.

We are all responsible for campus safety. If you see any concerning behavior or suspicious behavior report it to the Provost, Dr. Melissa Wertz, at:

[mwertz@edisonohio.edu](mailto:mwertz@edisonohio.edu)

Direct Phone: 937-778-7887

In the event of an emergency, please contact Public Safety at 937-778-7820

Edison State Community College is committed to reviewing all reports of hazing. 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.

All employees of Edison State Community College are required to immediately report knowledge of hazing as defined in this policy to the College through the reporting option outlined above. NOTE: Employees who are required by law to protect confidentiality are exempt from this requirement.

Reports made pursuant to this policy do not supersede or replace other reporting obligations, including any duty to report allegations of criminal conduct to law enforcement.

### **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.

### **College Training & Education**

All students seeking membership in a registered student organization or student group at Edison State Community 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 participate in any recognized student organization or group. If a student is unsure if they have completed the required program they should contact the Dean of Student Engagement to verify their eligibility to join a student organization or group.

### **PERSONS AFFECTED**

All Edison State Community College students, student organizations, student groups, and employees.