

3357:13-15-011 Anti-Hazing Policy

(A) As defined 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.

(B) Prohibited Acts.

(1) Hazing. The act of “Hazing” is strictly forbidden on any property under the auspices of North Central State College and will not be tolerated. This policy prohibits students enrolled at North Central State College, or other individuals associated with an organization recognized by or operating under the sanction of North Central State College, from engaging in hazing or committing any violation of section 2903.31 of the Revised Code. The policy shall apply to an act conducted on or off-campus if the act is determined to constitute hazing or a violation of section 2903.31 of the Revised Code. The policy shall apply only if the hazing or violation of section 2903.31 of the Revised Code takes place between two or more people who are affiliated with the institution.

(2) Reckless Participation. No person shall recklessly participate in the hazing of another whether or not the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person.

(3) Recklessly Permit. No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of North Central State College shall recklessly permit the hazing of any person associated with North Central State College whether or not the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person.

(4) Failure to Report. No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of North Central State College, who is acting in an official and professional capacity, shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred.

(C) Penalties for violations of this policy may include any of the following:

(1) The imposition of fines;

(2) Withholding of diplomas or transcripts pending compliance with the rules or payment of fines;

(3) The revocation of permission for a (student) organization/activity to operate on campus or to otherwise operate under the recognition or sanction of the College;

- (4) The imposition of probation, suspension, dismissal, or expulsion from the College.
- (5) A penalty imposed under this policy shall be in addition to a penalty imposed for a violation of section 2903.31 of the Revised Code, the criminal laws of this state, or for a violation of any other rule of the institution to which the individual or organization who committed the violation may be subject.

(D) Anti-Hazing education and training.

- (1) Anti-hazing education and training shall occur at prescribed intervals for all of the following:
 - (a) Students enrolled in the College;
 - (b) Administrators, faculty members, and individuals employed by the College;
 - (c) Organizations recognized by, or operating under the sanction of, the College.
- (2) Students shall be provided with an educational program on hazing, which shall include information regarding hazing awareness, prevention, intervention, and familiarization/access to the College's Anti-Hazing policy.
 - (a) The educational program may be conducted in person or online.
 - (b) The College will offer at least one opportunity for students to complete the program during a new student orientation session.
 - (c) The College will verify each student's attendance at the program.
 - (d) The College shall prohibit a student who does not attend the program from participating in an organization recognized by or operating under the sanction of the College until the student attends the program.
 - (e) An organization shall not accept or initiate any person who has not attended the program.
- (3) North Central State College shall provide all staff and volunteers that advise or coach an organization recognized by or operating under the sanction of North Central State College and who have direct contact with students with mandatory training on hazing, which shall include information on hazing awareness, hazing prevention, and the College's policy on Anti-Hazing. This training is required for any volunteer who has contact with students.

(E) Anti-Hazing Reporting.

- (1) Beginning in the 2022-2023 academic year, the Office of the Vice President for Academic Services shall maintain a report of all violations of this policy that are reported to the College.
- (2) This report shall be posted on the College's publicly accessible web site.
- (3) Each report shall include all of the following:
 - (a) The subject of the report;
 - (b) The date when the subject of the report was charged with a violation of this policy or other state law regarding hazing;
 - (c) A general description of the violation, any investigation and findings by the College, and any penalties imposed on the subject of the report;
 - (d) The date on which the matter was resolved.
- (4) Each report issued under this policy shall not include the personal identifying information of an individual and shall be subject to the "Family Educational Rights and Privacy Act of 1974," 20 U.S.C. 1232g.
- (5) The initial report shall be posted on the College's publicly accessible web site not later than January 15, 2023 and shall include information concerning hazing violations that have been reported to the College for the five consecutive years prior to the effective date of this policy to the extent that information concerning such violations has been retained. Thereafter, the College shall update the report on the first day of January and August of each year and shall post the updated report on the College's publicly accessible web site. The College shall retain reports for five consecutive years.

Effective: October 1, 2021

Next Review: October 1, 2026

Review Dates: 9/28/21