

COLUMBUS STATE COMMUNITY COLLEGE
POLICY & PROCEDURES MANUAL

ANTI-HAZING
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Effective May 26, 2022

- (A) The safety of the College community is a priority and Columbus State prohibits all acts of hazing. This policy applies to all members of the College community, including faculty, staff, students, volunteers and recognized student organizations as well as other licensees and invitees. This policy also applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College and to behavior conducted online, via e-mail or through electronic media.
- (B) DEFINITIONS
- (1) Hazing - intentionally, knowingly, or recklessly, for the purposes of initiating, admitting or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student's membership or status in an organization, causing, coercing or forcing a student to do any of the following, regardless of whether such conduct occurs on or off-campus:
- (a) Violate federal or state law.
 - (b) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm.
 - (c) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
 - (d) Endure brutality of a mental nature, including actively adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
 - (e) Endure brutality of a sexual nature.
 - (f) Endure any other activity that creates a reasonable likelihood of bodily injury to the student.
- Student consent to the conduct shall not be a defense to a charge of hazing.
- (2) Mandatory Reporter - any full or part-time employee of the College, including student employees; any volunteer acting in an official capacity who advises or coaches recognized student organizations and has direct contact with students; any student who holds a leadership position within a recognized student organization including, but not limited to, organizational board members such as Presidents, Vice-Presidents, team captains, etc.

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Employees bound by legal confidentiality in their role at the College (e.g., Counselors) and who learn of an alleged hazing incident through confidential communication in that role are exempt from the mandatory reporting requirement.

An employee mandatory reporter who fails to make a timely report about suspected hazing may be subject to discipline up to and including termination and potential criminal liability.

A student mandatory reporter who fails to make a timely report about suspected hazing may be subject to sanctions up to and including expulsion and potential criminal liability.

- (3) Recognized Student Organizations - clubs, organizations, groups and affiliations that have complied with the formal requirements for Columbus State registration and/or any athletic team recognized by the College.

(C) REPORTING

Mandatory reporters are required to identify and report potential hazing concerns for the College to address and provide appropriate support services and resources.

- (1) All instances of suspected hazing should be promptly reported directly to the Columbus State Police Department or by using the online Incident Report Form found at: https://cm.maxient.com/reportingform.php?ColumbusStateCC&layout_id=0. Anonymous reports may be filed; however, the College's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.
- (2) Members of the College community who learn of any immediate physical danger to other members of the College community must contact the Columbus State Police Department or dial 911.
- (3) Questions concerning the interpretation or application of this policy should be referred to the Columbus State Police Department.

(D) ENFORCEMENT

The Columbus State Police Department reviews all incoming reports of hazing allegations and investigates reports alleging criminal activity. Should the involved parties additionally fall under the jurisdiction of the Office of Student Conduct and/or Human Resources, the reports will be forwarded to those offices for appropriate administrative resolution in accordance with the Student Code of Conduct and/or Human Resource procedure, respectively.

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For student matters, the Office of Student Conduct will assess the need for interim measures (i.e., suspension of current group activities, etc.). If a formal conduct charge is made against a recognized student organization, the national or oversight organization, if any, shall be notified.

(E) SANCTIONS/DISCIPLINE

Hazing is a serious offense and those found responsible will be subject to the full range of sanctions available through the Student Code of Conduct or through the employee disciplinary process, as appropriate. An individual or a recognized student organization also may be subject to other outcomes in accordance with the applicable outside constituents or groups in which the student is involved or from their governing bodies. The College has the right to take action regardless of the actions of the national or oversight organization.

(F) The President may establish procedure(s) to administer this policy.