

H-108 HAZING

a. Purpose: The purpose of this policy is to provide a clear statement of Gateway Technical College's commitment to fostering a safe and respectful environment for all students. In accordance with the Stop Campus Hazing Act, this policy aims to prohibit hazing activities and outline procedures for reporting, investigation, and disciplinary action regarding hazing incidents.

b. Scope: This policy applies to all students, faculty, staff, student organizations, clubs, and teams at Gateway Technical College, including but not limited to student-run groups, athletic teams, and any other student groups with two or more students as members whether or not they are formally recognized by Gateway Technical College.

c. Definition of Hazing: Hazing is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Hazing behaviors include, but are not limited to:

- 1) Consumption of substances (including alcohol or drugs).
- 2) Physical abuse or threats of physical harm.
- 3) Acts that endanger the mental health or well-being of a student.
- 4) Any form of humiliation or degradation.
- 5) Depriving students of sleep or sustenance for prolonged periods.
- 6) Performance of degrading tasks or behaviors.

d. Prohibited Conduct: The following actions are strictly prohibited:

- 1) Hazing activities in any form, regardless of whether they are initiated by students or student organizations.
- 2) Encouraging, conspiring, or aiding others to participate in hazing.
- 3) Allowing or permitting any form of hazing to take place.

- 4) Requiring or pressuring individuals to engage in activities that may cause harm or distress.

Any violation of this policy may result in disciplinary action, up to and including suspension, expulsion from the college, or termination of employment.

e. Education and Prevention: Gateway Technical College is committed to educating the community about the risks and consequences of hazing. The College will:

- 1) Provide mandatory annual training on hazing prevention for all faculty and staff.
- 2) Educate students about the legal, social, and academic consequences of hazing.
- 3) Ensure that new students are informed about hazing policies and reporting mechanisms.
- 4) Offer resources for students to address concerns related to hazing, including counseling and support services.

f. Reporting Hazing Incidents: Students, faculty, staff, and others who are aware of, witness, or experience hazing are encouraged to report it immediately. The following options are available for reporting:

- 1) *Online Reporting*: Reports can be submitted via the College's Maxient reporting system by clicking the "File a Report" link at gtc.edu/safety. You are not required to give your name, but it is helpful to the investigation.
- 2) *Direct Reporting*: Reports can be made in person to campus deans, campus security, or the director of safety and security at 262-564-2533.
- 3) *Third Party Reporting*: Individuals who wish to report on behalf of others are encouraged to do so, with the assurance that all information will be treated with respect.

All reports will be taken seriously and investigated promptly.

g. Investigation and Disciplinary Procedures: When a report of hazing is made the College will investigate as a violation of the Gateway Student Code of Conduct. This will be investigated according to guidelines in policy J-300 Student Code of Conduct, which is available for viewing in the Student Rights and Responsibilities section of the Student Handbook, except when the hazing is motivated by sex, race, or other protected class, in which case the H:120: Equity Resolution Process or H-130: Title IX Grievance Procedure will be followed. In addition the college will do the following:

1) If the victim wishes to report it to law enforcement, the college will assist the victim in this process and cooperate with the investigation.

2) Ensure the student or students involved in hazing are given access to support services, including counseling, as needed.

h. Protections Against Retaliation: Gateway Technical College prohibits retaliation against individuals who report hazing or participate in the investigation. Any act of retaliation, including but not limited to harassment, threats, or intimidation, will be subject to disciplinary action up to and including termination or expulsion.

i. Review and Amendments: This policy will be reviewed annually and amended as necessary to ensure compliance with federal, state, and local laws.

By adopting this hazing prevention policy, Gateway Technical College reaffirms its commitment to maintaining a safe, respectful, and supportive campus environment for all students. Hazing will not be tolerated, and the College will take proactive steps to eliminate it in all forms.