

PROCEDURE TITLE:	ANTI-HAZING REPORTING, INVESTIGATION, AND TRAINING
PROCEDURE NO.:	3.25:1
RELATED POLICY:	3.25
PAGE NO.:	1 OF 3
RESPONSIBLE ADMINISTRATORS:	DEAN OF STUDENTS; TITLE IX COORDINATOR
EFFECTIVE DATE:	12/11/21
NEXT REVIEW DATE:	12/2024
APPROVED BY:	PRESIDENT

1.0 INTRODUCTION AND PURPOSE

- 1.1 Shawnee State University prohibits hazing. The University will investigate and respond to all reports of hazing.
- 1.2 The anti-hazing policy applies to students, student organizations, student groups, and employees. This policy also applies to volunteers acting in an official capacity who advise or coach student organizations and/or student groups and who have direct contact with students.
- 1.3 Shawnee State University has jurisdiction over this policy whether the conduct occurs on or off campus.

2.0 JURISDICTION AND ENFORCEMENT

- 2.1 This anti-hazing policy applies to conduct that occurs on or off campus between two or more people who are affiliated with the University, or involving any student or organization associated with the University. Students, university employees, student organizations and teams, and individuals associated with student organizations (e.g., chapter advisors, volunteer coaches, club team coaches, etc.) are prohibited from hazing.
- 2.2 The Dean of Students and Title IX Offices shall coordinate the investigation of all hazing allegations. When appropriate, other college offices may handle certain aspects of the college response (e.g., Human Resources, Department of Public Safety). Additionally, the Dean of Students will assess the need for interim measures (e.g., suspension of current group activities), when appropriate. Every reasonable effort will be taken to complete the investigation in a timely manner. Hazing allegations will be investigated and resolved in keeping with the Student Code of Conduct, Human Resources procedures, or collective bargaining agreements, as applicable. At the point when a formal conduct charge is made against a campus

organization, the national or oversight organization, if any, shall be notified. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency. Shawnee State University may charge an individual or a group with a violation of this anti-hazing policy via the Student Conduct Code and/or other college rules, regulations or policies. Sanctions applied to organizations and/or individuals will be imposed in accordance with the severity of the violation and will be determined by the Office of the Dean of Students or Human Resources.

If a student or student organization is found responsible for violating this policy and has been accused of also violating a local, state, or federal law in connection with the same matter, any University conduct finding will not be subject to change because external criminal or civil charges arising out of the same fact pattern were dismissed, reduced, settled, or resolved in favor of or against a student, student organization, or employee.

3.0 SANCTIONS

Hazing is not permitted as part of the experience of being a student, a member or potential member of an organization, an advisor, athlete, volunteer or person otherwise affiliated with the university community. Hazing is a serious offense and therefore is subject to the full range of sanctions (reprimand, disciplinary probation, suspension, expulsion, termination). In addition, other educational or training activities may be required as conditions of the sanction. An individual, organization, or group may also be subject to other outcomes in accordance with the applicable outside constituents or group in which the student is involved, or their governing bodies. The University, however, has the right to take action regardless of the actions of any governing body or other outside entity.

4.0 REPORTING

4.1 Shawnee State University 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.

Individuals with knowledge about a hazing incident are required to report the incident to the Title IX Office or Dean of Students Office. Anonymous reports of hazing can be submitted online at <https://www.shawnee.edu/complaint>.

4.2 Upon learning of potential hazing, a "mandatory reporter" must immediately report knowledge of hazing to either the Title IX Office, Dean of Students Office, or through the complaint form at <https://www.shawnee.edu/complaint>. The following are considered a "mandatory reporter":

4.2.1. Any full or part-time employee of the University (including student employees and graduate assistants); and

- 4.2.2 Any volunteer acting in an official capacity who advises or coaches student organizations and/or student groups and who has direct contact with students.
- 4.3 Employees who are required by law to protect confidentiality are not mandated reporters.

5.0 TRAINING

Shawnee State University will annually provide educational training on hazing awareness, prevention, and intervention to all members and prospective members of student organizations and anyone who is employed by, volunteers with, or has direct contact with student members of such organizations. The education may be provided in person, electronically, or both. The Dean of Students Office will maintain a record of individuals who have completed the training and shall prohibit a student who does not attend the program from participating in any University-recognized or sanctioned organization until the student attends the program. Any such organization shall not accept or initiate any person who has not attended the program.

6.0 POLICY VIOLATIONS REPORT

The University will maintain a report of all violations reported to the University, resulting in a violation charge of the policy. The report shall identify the subject of the report and include the date, description, findings, penalties as applicable, and resolution. The University will update the report bi-annually on January 1 and August 1 or as otherwise required by law, and post the updated report on the University website.

7.0 NOTICE AND POSTING OF ANTI-HAZING POLICY AND PROCEDURE

This procedure and its accompanying policy shall be posted on the University web site, and copies shall be disseminated to all campus organizations.

History

Effective: 12/11/2021