



TITLE: Anti-Hazing Policy	ORIGINAL EFFECTIVE DATE: 3/18/2024	
	REVISION DATE:	VERSION: 1

(This policy rescinds any previous publication covering the same material.)

I. Purpose:

Aultman College is committed to promoting a safe and healthy campus environment for the college community and cultivating a culture that fosters respect for the dignity and rights of all its members. The college prohibits hazing activities by any members of the college community as defined by this policy, Ohio Revised Code 2903.31, and the Student Code of Conduct.

II. Policy:

This policy applies to Aultman College students, student organizations, student groups/teams, employees, volunteers, contractors, and alumni. Hazing is prohibited in any form both on and off campus, between two or more people who are affiliated with the college, or any student or other organization associated with the college. This applies to off-campus facilities of registered student organizations, at college sponsored or approved activities, and at non-college activities. It applies to all college locations including but not limited to where the college is extended to distance education, such as service trips, experiential learning opportunities, clubs, and other group travel. It applies to behavior conducted online, via e-mail or through electronic media, in cases where the behavior is not protected by freedom of expression.

III. Definitions:

Hazing: doing any act or coercing another, including the victim, to do any act of limitation to 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. Examples of hazing include, but are not limited to, physical abuse or assault, forced or coerced consumption of alcohol or drugs, sleep deprivation, forced or coerced activities that are morally degrading, humiliating, or that create mental distress,

sexual harassment or sexual assault, or any activity that violates federal, state, or local laws or Aultman College policies.

IV. Procedure:

Hazing is a serious offense of the Aultman College Student Code of Conduct and, therefore, is subject to the full range of sanctions (warning, probation, suspension, and dismissal). In addition, other educational activities may be required as conditions of the sanction. The college has the right to act regardless of any sanctions imposed on a student organization by an external governing body.

The Dean of Student Success or Campus Coordinator is responsible for investigating allegations of hazing involving students and student organizations.

Any allegation regarding employees, volunteers or contractors under this policy will be forwarded to the VP of Academic Affairs for appropriate review and action.

If after an internal investigation of the allegations has been conducted, it is determined that there is a reasonable and/or credible chance that a violation of the Ohio Revised Code has been committed, Aultman College may report the matter to the appropriate law enforcement agency. Criminal investigations resulting from a report to law enforcement will be handled by the appropriate law enforcement agency.

- a.) Allegations of Hazing – any person having knowledge of any activity or conduct which may constitute hazing should contact the Dean of Student Success or Campus Coordinator.

Contact information is available on the college website at www.aultmancollege.edu/faculty-staff OR;

[College Health & Safety Resources | Ohio Nursing Schools](http://www.aultmancollege.edu/college-health-safety-resources)
([aultmancollege.edu](http://www.aultmancollege.edu))

- b.) Reporting of Incidents – Campus safety is our top priority, and we take all reports of misconduct seriously to protect everyone’s health and well-being. Aultman 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 Dean of Student Success or Campus Coordinator by providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization.

- c.) Aultman College will never retaliate against individual(s) reporting hazing as long as the report is made in good faith. Retaliation is strictly prohibited to ensure a safe campus for all.

d.) Investigation of Allegations and Charges – Aultman 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. Upon receiving a report of alleged hazing, the Dean of Student Success or Campus Coordinator will do the following:

- i. Make contact with the individual(s) bringing forward the allegations of hazing to ask additional follow-up questions;
- ii. Make contact with the individual(s) alleged to have perpetrated the hazing. If the conduct is organizational in nature, the Dean of Student Success or Campus Coordinator will contact the advisor of the organization that is under investigation;
- iii. Conduct interviews with all parties, including victims, the accused student(s) and any witnesses.

e.) The Dean of Student Success or Campus Coordinator may, at his or her discretion, require students, or a select group of students (i.e. all new members of an organization) to participate in an investigatory meeting at a pre-determined time and location and may exercise discretion regarding the communication of students during the investigation process.

f.)) The Dean of Student Success or Campus Coordinator may, at his or her discretion, ask students to undergo a physical examination by a provider of their choice , particularly when allegations of physical abuse are part of a hazing investigation. The request for a physical examination should be limited to only those instances in which it is necessary to have a more thorough physical examination or if a student requests a physical examination by a healthcare provider. If a student does not have a provider of choice, the Dean of Student Success or the Campus Coordinator may provide the applicable AultWorks information to facilitate the examination if the student so chooses. Any expenses incurred during this process is the student's responsibility. The Dean of Student Success or Campus Coordinator must inform the student of this financial responsibility prior to the physical examination occurring. The results of these physical examinations will be protected by applicable health privacy laws, which may be provided to the Dean of Student Success or Campus Coordinator by the medical professional conducting the examinations, upon the appropriate release of information form being signed.

g.) The Dean of Student Success or Campus Coordinator will write up an investigative report and determine if sanctions are warranted. If sanctions are warranted the Dean of Student Success or Campus Coordinator will charge the individual student(s), the involved student group(s), and/or the advisor or other responsible members of the involved student group(s) or any other complicit bystanders in accordance with the Student Code of Conduct.

g.) Training and Education

Aultman College will provide annually at least one program on hazing prevention education to all college members. Education may be provided in person, electronically, or both. The College will also provide training in our Annual Safety Training. Aultman College will maintain a record of individuals who have completed the training, and no

student may join an officially recognized organization without completing the training. This training will also be provided to all volunteers that may have direct student contact. This annual training is an educational requirement for all employees.

V. **Approvals: Student Services Council 3/11/2024; Admin Council 3/18/2024**

VI. **Location:** [entire policy]

- **Catalog**
- **Website**
- **Faculty Handbook**

Source:

Ohio Revised Code 3719.011

Ohio Revised Code 2903.31

Related References:

Student Code of Conduct Policy