

# KALAMAZOO VALLEY COMMUNITY COLLEGE ANTI-HAZING POLICY

## I. Purpose

To promote a safe environment for students to participate in activities, programs and organizations without compromising their health, safety or welfare. It is the College's policy that hazing is prohibited.

## II. Scope

This policy applies to students, employees, volunteers, guests, contractors, and visitors.

## III. General

A. Kalamazoo Valley Community College complies with all applicable state and federal hazing laws, including Garrett's Law (MCL 750.411t) and the Stop Campus Hazing Act Hazing Policy citation: 20 U.S.C. § 1092(f), as amended by the Stop Campus Hazing Act (Pub. L. No. 118-173), and strictly prohibits any form of hazing.

B. The hazing definition under Michigan law (MCL 750.411t) applies to this policy. "Hazing" means an intentional, knowing or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in or maintaining membership in any organization. Hazing includes, but is not limited to, any of the following that is done for such a purpose:

- 1) Physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body or similar activity.
- 2) Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
- 3) Activity involving the consumption of a food, liquid, alcoholic beverage, liquor, drug or other substance that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
- 4) Activity that induces, causes or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.
  - **Organization** means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, athletic team or similar group whose members are primarily students at an educational institution.
  - **Pledge** means an individual who has been accepted by, is considering an offer of membership from or is in the process of qualifying for membership in any organization.
  - **Pledging** means any action or activity related to becoming a member of an organization.

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- **Serious impairment of a body function** includes one or more of the following:
  - (1) Loss of a limb or loss of use of a limb.
  - (2) Loss of a foot, hand, finger or thumb, or loss of use of a foot, hand, finger or thumb.
  - (3) Loss of an eye or ear, or loss of use of an eye or ear.
  - (4) Loss or substantial impairment of a bodily function.
  - (5) Serious visible disfigurement.
  - (6) A comatose state that lasts for more than 3 days.
  - (7) Measurable brain or mental impairment.
  - (8) A skull fracture or other serious bone fracture.
  - (9) Subdural hemorrhage or subdural hematoma.
  - (10) Loss of an organ.

C. The Hazing definition under the Stop Campus Hazing Act applies to this policy.

Hazing for reporting statistics 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. This includes:

- 1) Acts that occur during the course of an initiation into, an affiliation with or the maintenance of membership in a student organization, and;
- 2) Actions that cause or create a 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 including:
  - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body or similar activity;
  - causing, coercing or otherwise inducing sleep deprivation; exposure to the elements; confinement in a small space; extreme calisthenics or other similar activity;
  - causing, coercing or otherwise inducing another person to consume food, liquid, alcohol, drugs or other substances;
  - causing, coercing or otherwise inducing another person to perform sexual acts;
  - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
  - any activity against another person that includes a criminal violation of local, State, Tribal or Federal law; and

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- any activity that induces, causes or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal or Federal law.

The term 'student organization' for purposes of reporting statistics, means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

### IV. Reporting

"If you see something, say something." The College encourages employees, students, contractors and visitors to report violent, hazing, suspicious or concerning behaviors regarding any member of the College community to their immediate Supervisor, Public Safety, Human Resources or the Student Relations Coordinator. Any student, employee, volunteer guest, contractor, visitor, or other member of the Kalamazoo Valley Community College community who experiences or is made aware of any suspected violation of this policy should immediately notify one of the following:

- For Emergencies, call 4911
  - Public Safety (4911)
  - 269-488-4575 (non-emergency)

To report a student engaging in hazing, contact one of the following:

- Vice President for Campus Planning and Operations and Title IX Coordinator:
  - 269-488-4434, [titleix@kvcc.edu](mailto:titleix@kvcc.edu)
- Student Relations Coordinator:
  - 269-488-4393, [rpanico@kvcc.edu](mailto:rpanico@kvcc.edu)
- Director of Human Resources:
  - 269-488-4576, [areynolds@kvcc.edu](mailto:areynolds@kvcc.edu)
- Director of Public Safety:
  - 269-488-4341, [sgordon@kvcc.edu](mailto:sgordon@kvcc.edu)

### V. Investigations

Reports and complaints of hazing will be addressed in a timely manner, and appropriate action will be taken in compliance with the established standard operating procedures to implement this policy.

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## **VI. Education and Training**

Human Resources, Student Affairs, and Public Safety are authorized to provide and develop education programs to increase knowledge and share information and resources to prevent hazing, promote safety and reduce perpetration. The College provides education and/or training to students and employees to enhance understanding and increase awareness of the College's Anti- Hazing policy and procedure.

## **VII. Responsibility**

Responsibility for the interpretation and administration of this policy is delegated to the Vice President for Campus Planning and Operations or designee. The Director of Public Safety is responsible for data reporting required by state and federal law.