

## *Policy Statement*

Terra State Community College (TSCC) prohibits hazing as defined in this policy. The College will investigate and respond to all reports of hazing as outlined in this policy.

## *Policy Details*

### **1. Policy Scope**

This policy applies to all TSCC students, student organizations, student groups, and employees. This Policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups and who have direct contact with students. TSCC has jurisdiction under this Policy whether the conduct occurs on or off campus.

### **2. Definitions**

- a. Hazing** – As defined by Ohio Revised Code, Section [2903.31](#) is Any act or coercing another, including the victim, to do any act of initiation into 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.
  - i. TSCC further defines hazing to include:**
    1. Any action or situation which recklessly or intentionally endangers the mental, emotional, or physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any student organization or group regardless of the person's consent to participate.
    2. Brutality of a physical nature including, but not limited to, paddling, whipping, beating, branding, forced calisthenics, or exposure to the elements.
    3. Coerced consumption, including, but not limited to, any food, alcoholic beverage, liquid, drug, or any other substance that subjects the student to an unreasonable risk of harm.
    4. Acts intended to cause mental stress, including, but not limited to, sleep deprivation, transportation or abandonment, confinement to a small space, forced exclusion from social contact, forced conduct which could result in embarrassment, any forced activity that is designed to shame or humiliate, or any action of harassment (as defined in the "Student Code of Conduct").
    5. Coerced activities, including, but not limited to, violation of local, state, or federal laws, violation of College policies, rules, or regulations, and personal servitude.
    6. Acts of sexual harassment and other sexual misconduct as defined by TSCC [Title IX & Sexual Misconduct Policy](#).
- b. Recognized Student Organization** – means any number of persons who have complied with the formal requirements for College recognition of sanctions.
- c. Student Group** – means a number of persons who are associated with the College and each other, but who have not registered, or are not required to register as a student organization (e.g., athletic teams, spirit groups, military organizations, honor societies, musical or theatrical ensembles, bands, or clubs).
- d. Student** - Includes all persons taking courses at the College both full-time and part-time, pursuing undergraduate, or non-credit studies and those who attend post- secondary educational institutions

other than Terra State Community College. Persons who are not officially enrolled for a particular term but who have a continuing relationship with the College are considered "students."

- e. **Serious Physical Harm** - Includes, but is not limited to, any harm that involves disfigurement; protracted loss of use of or impairment of the function of a bodily part, organ, or mental faculty; substantial risk of death or emergency hospitalization; and/or unconsciousness.

### **3. Prohibited Conduct**

The following behaviors constitute a violation of this Policy:

- a. Purposefully, knowingly, recklessly, or negligently hazing any person.
- b. Involvement in the planning of hazing and/or being present during hazing.
- c. Failing to intervene to prevent or stop hazing if the individual has prior knowledge of a planned hazing activity.
- d. Failing to assist or seek assistance if the individual knows or reasonably should know that another is in danger from effects of hazing.
- e. Knowingly making a false accusation of hazing.
- f. Failing to report any information about suspected Prohibited Conduct if required to do so in Section 4 Mandatory Reporters and Reporting Requirements of this Policy.
- g. Failing to cooperate in an investigation of hazing, as defined as noncompliance with the Conduct Process as outlined in the Code of Student Conduct.
- h. Retaliating against or taking adverse action toward any reporting party and/or person participating in a hazing investigation or disciplinary proceeding.

### **4. Mandatory Reporters and Reporting Requirements**

- a. A "mandatory reporter" must immediately report knowledge of hazing as defined in Section (2) Definitions of this Policy to the College through any of the five reporting options outlined in Section (5) Reporting Options of this Policy. A mandatory reporter who fails to make a timely report may be subject to appropriate discipline. Each of the following is considered a "mandatory reporter:"
  - i. Any full or part-time employee of the College (including student employees and graduate assistants), or
  - ii. Any volunteer acting in an official capacity who advises or coaches student organizations and/or student groups and who have direct contact with students.
  - iii. Employees who are required by law to protect confidentiality are exempt from this requirement.
- b. A mandatory reporter's obligation to report is not fulfilled with an anonymous report. In addition, reports made pursuant to this Policy do not supersede or replace other reporting obligations. For instance, Section 2903.31 of the Ohio Revised Code requires that all College employees and volunteers of any student organization, who are acting in an official and professional capacity, immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim resides or in which the hazing is occurring or has occurred. Failure to do so may result in criminal liability.

### **5. Reporting Options and Anonymous Complaints**

Beyond mandatory reporters, TSCC encourages anyone who experiences or has information about hazing (e.g., student, family member, visitor, or other third party) to immediately make a report, even if done anonymously. Prompt reporting enables law enforcement to collect and preserve evidence and campus officials to gather timely and relevant information to aid in investigations. TSCC will act in the best interests of the overall College community, based upon the available information.

- a. **Reports may be made via the following methods:**

**1. Law Enforcement**

- a. Dial 911 to report an emergency situation.
- b. Call 419-332-6464 to report a non-emergency situation to the Fremont Police Department.

**2. Campus Security**

- a. Call Campus Safety at 419-559-2253 or stop at E104.

**3. Dean of Student Success**

- a. To file a report of a violation by an organization, group, or student, please visit the Dean of Student Success at Building B, Room 105 (Academic Service Center).
- b. Or, call 419-559-2416

**4. Human Resources**

- a. Violations of the policy by college employees should be reported directly to the Office of Human Resources.
- b. To file a report of a violation by a college employee, please visit the Office of Human Resources at Building B, Room 208.
- c. Or, call 419-559-2180

**5. Report a Concern -**

[https://www.terra.edu/about\\_us/institutional\\_policies/report\\_a\\_concern.php](https://www.terra.edu/about_us/institutional_policies/report_a_concern.php)

**6. Institution Response**

- a. TSCC will always notify the appropriate law enforcement agency or agencies when a report of hazing is received and document that the notification was made.
- b. The College will determine if interim measures are needed to protect the safety and/or well-being of others. Imposition of interim measures will be as outlined in the Code of Student Conduct.
- c. The Dean of Student Success, or designee, will launch an investigation into all reports of hazing involving students, student groups, and student organizations in accordance with this Policy and the Code of Student Conduct. During the course of the investigation, students, student groups, and student organizations may request to enter information into the record and may recommend specific witnesses to the investigator(s). Ultimately, the investigator(s) will determine the relevance of information or witnesses. In completing the investigation, the investigator(s) may:
  - i. Make contact (if possible) with the individual(s) who submitted the initial information.
  - ii. Make contact with the individual(s) alleged to have violated this Policy. If the conduct involved a student organization or student group, the investigator(s) will contact the presiding student leader and advisor of the entity under investigation.
  - iii. Interview any individuals with relevant information.
  - iv. Request relevant information from members of the student group or student organization (e.g., text messages, screenshots, pictures, videos).
  - v. Require members of the student group or student organization, or a select group of members, to meet with staff.
  - vi. Restrict communication between the student group or student organization members during the interview.
  - vii. Request that students share other information that is deemed relevant.
- d. As outlined in the Code of Student Conduct, students may be required to appear at conduct meetings. Students are not compelled to answer questions or provide information. If a student fails to participate in the conduct process, the College may proceed to resolve the matter. No adverse inference may be drawn against a student who does not participate in the conduct process.
- e. Students participating in an investigation process are expected to do so in an active, cooperative, and truthful manner. Falsifying, distorting, intentionally omitting, or misrepresenting information may be a

violation of the Code of Student Conduct. The College will make every effort to complete the initial investigation within a period of thirty (30) days, barring extenuating circumstances. If the circumstances require more than thirty (30) days, the College will notify the student group or student organization representative(s) of the delay, including the reason(s) for the delay and the anticipated timeline for completing the investigation.

- f. Based on the information gathered during the investigation, a determination will be made by a conduct administrator whether the information presented warrants a charge of an alleged violation(s) of this Policy. Such charge(s) will be resolved in accordance with the Code of Student Conduct.

## **7. Corrective Action and Zero Tolerance Sanctions**

- a. Violations of this Policy by students and/or student organizations defined in Sections (2) (b)(c)(d) will be sanctioned in accordance with the Code of Student Conduct.
- b. Expulsion or Degree Revocation will be the minimum conduct sanction assigned to any student organization or student for any violation of this Policy that causes death, serious physical harm, or substantial risk of serious physical harm. This includes coerced consumption of alcohol or drugs of abuse that causes death, serious physical harm, or substantial risk of serious physical harm.
- c. Violations of this Policy are subject to referral to appropriate law enforcement or College services, as well as to regional and inter/national affiliated offices of student organizations, for action and prosecution.
- d. Violations of this Policy by employees may result in corrective action or discipline (including termination) in accordance with applicable College policies and procedures and/or collective bargaining agreements.

## **8. Training and Education**

- a. All students seeking membership in a registered student club or organization must complete antihazing training provided by the College. Such anti-hazing training may be conducted online or in-person and shall include information regarding hazing awareness, prevention, intervention, and the College's policy. Failure to complete the training will result in the student being denied the ability to join any recognized student club or organization.
- b. The College shall also provide all staff and volunteers that advise or coach a student club or organization recognized by or operating under the sanction of the College and who have direct contact with students with mandatory training on hazing which shall include information on hazing awareness, hazing prevention, and the institution's policy adopted under Ohio Revised Code Section 2903.31.

## **9. Policy Distribution and Review**

- a. This Policy is posted on the website for under Institutional Info and Policies. Links to the Policy, and for hazing prevention and education, will be posted on the website under Life at Terra State.
- b. This Policy is maintained and administered by the Senior Vice President for Innovation and Strategic Planning or his designee. The Policy will be reviewed each year and updated as needed. The annual Policy review will include an evaluation of any changes in legal requirements, existing College resources, and the cases reported and resolved during the preceding year.

## **10. Reporting and Transparency**

The Senior Vice President for Innovation and Strategic Planning or his designee, will create and maintain a website that provides information concerning any report of hazing misconduct by student organizations and student groups for the current academic year as well as for the previous five (5) academic years. This website will include a brief description of the alleged misconduct, the outcome/finding concerning the alleged misconduct, and any corrective action or discipline taken biannually on January 1 and August 1 of each year.

## *Resources*

1. [Ohio Revised Code > Section 2903.31 | Hazing](#)

2. [Ohio Revised Code > Section 2903.311 | Reckless failure to immediately report](#)
3. [Ohio Revised Code > Section 3719.011 | Controlled substances delimitation for sue](#)
4. [We Don't Haze Video](#) – An award-winning documentary presentation on the life altering impact of hazing. Presented by the Clery Center.
5. [Bystander Intervention for Hazing Video](#) – A short video by the Gordie Center, presenting five steps to prevent hazing.
6. [Hazing Prevention Network](#) – A national non-profit dedicated to education, advocacy, and prevention strategies related to hazing.
7. [Stop Hazing.Org](#) – Is a leading organization in research and data-driven efforts to stop hazing and promote safe and welcoming organizational environments.

Definitions

<i>Term</i>	<b>Definition</b>
<i>Hazing</i>	As defined by Ohio Revised Code, Section <a href="#">2903.31</a> is any act or coercing another, including the victim, to do any act of initiation into 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 <a href="#">3719.011</a> of the Revised Code.
<i>Recognized Student Organization</i>	Any number of persons who have complied with the formal requirements for College recognition as an organization.
<i>Student Group</i>	Any number of persons who are associated with the College and each other, but who have not registered, or are not required to register as a student organization (e.g., athletic teams, spirit groups, military organizations, honor societies, musical or theatrical ensembles, bands, or clubs).
<i>Student</i>	Includes all persons taking courses at the College both full-time and part-time, pursuing undergraduate, or non-credit studies and those who attend post- secondary educational institutions other than Terra State Community College. Persons who are not officially enrolled for a particular term but who have a continuing relationship with the College are considered “students.”
<i>Serious Physical Harm</i>	Includes, but is not limited to, any harm that involves disfigurement; protracted loss of use of or impairment of the function of a bodily part, organ, or mental faculty; substantial risk of death or emergency hospitalization; and/or unconsciousness.

Approval History

<i>Date</i>	Policy/Procedure or Entire Document	Notes (Types of Actions)	**Approved by
01/25/2023	Entire Document	Issued	Tim Shaal
01/02/2023	Policy – Entire Document	CASA Approved with edits	William Taylor, CASA Co-Chair

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\*\*Full name of CASA Committee Chair, signatory, or designee

**Effective Date: 02/24/2023**

**Next Review Date: 02/28/2024**