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Previous Editions: none

ANTI-HAZING

Craven Community College strictly prohibits hazing in any form among its students, faculty, or staff. The Board of Trustees requires that no employee or student participates in, or tolerates, any form of hazing as defined in this Policy, the North Carolina Anti-Hazing Law, and the Stop Campus Hazing Act amendment to the Jeanne Clery Campus Safety Act (Clery Act).

The College supports the academic mission and personal development of students, while ensuring accountability and ethical conduct. Individuals or organizations found responsible for hazing, whether on- or off-campus, are subject to disciplinary action by the College and may face criminal charges. Victim consent nor perceived or actual approval by any employee of the College is not considered a defense.

Application

This policy applies to:

- All students (full-time and part-time curriculum, workforce development, and community enrichment)
- Minors participating in College-sponsored youth programs
- College Foundation members and participants, including Lifetime Learning Center patrons, while engaging in College-sanctioned events and activities
- Public Radio East Foundation members and volunteers, while engaging in College-sanctioned events and activities
- Any organization recognized or sanctioned by the College, including but not limited to:
 - Recognized student organizations of the College
 - Any other planning team, committee, or group affiliated with Craven Community College departments or offices
- Other persons associated with a College-recognized or sanctioned organization, including but not limited to:
 - Members or participants
 - Advisors
 - Alumni
 - College faculty, staff, and volunteers (including coaches)
 - Representatives of external organizations (i.e. third-party youth programs)

This policy establishes individual and community responsibilities regarding hazing, the College's response to anti-hazing policy violations, and the resources available for addressing concerns related to hazing or suspected hazing.

Student Services and the Campus Security Department have primary responsibility for the enforcement of this Policy. The Associate Vice President for Students (or designee) will impose or modify sanctions for violations of this policy, in accordance with Board of Trustees Policy 3.3, *Student Code of Conduct*.

Definitions

Hazing: Any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons regardless of the willingness of such other person or persons to participate, that:

1. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
2. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Examples of hazing include, but are not limited to:

- 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, or federal law; and
- Any activity that induces, causes or requires another person to perform a duty or task that involves a criminal violation of local, state, or federal law.

Hazing generally shall not include reasonable and customary athletic, law enforcement training, contests, competitions or events.

Minor: Regardless of student status, a minor is any person under the age of eighteen (18).

Student: For purposes of this policy only, a student is an individual who attends, has applied to attend, or has been admitted to the College.

Accountability for Reporting

Students and employees are responsible for reporting incidents of hazing and suspected hazing. Failure to report an incident of hazing will be viewed by the College as "passive participation" in the hazing activity in violation of this policy. Failure to report a hazing incident may also constitute a violation of federal and/or state law.

This policy does not supersede or replace other College or legal reporting obligations.

The President shall promulgate and implement appropriate procedures to ensure comply with this Policy.