
APPLIES TO: Students, Faculty, and Staff

ISSUED: February 14, 2023

KEYWORDS: Hazing, Code of Conduct, Collin's Law

EFFECTIVE: February 14, 2023

PURPOSE: To state the college's implementation of *Collin's Law*: The Ohio Anti-Hazing Act. This policy includes the prohibition of hazing.

DEFINITION OF TERMS IN THIS POLICY:

- 1. Hazing:** Any act or behavior that humiliates, degrades, abuses, or endangers any person, regardless of their willingness to participate in, join, or maintain status in a group. Examples of hazing include, but are not limited to, physical abuse, forced consumption of alcohol or drugs, sleep deprivation, isolation, physical harm, and humiliation.
- 2. Code of Conduct:** Expectations and responsibilities of students and employees regarding how to conduct oneself and how to interact with others.
- 3. Collin's Law:** Ohio Revised Code § 2903.31(C)(1) states "No person shall recklessly participate in the hazing of another when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person." Institutions in Ohio are required by law to immediately report any hazing incident to the local authorities.

POLICY DETAILS:

As a member of the Kettering College community, each student, faculty, and staff member share the responsibility of building and maintaining an environment of safety and respect for others. It is critical to the success of the institution and each individual that the campus is free of hazing. It is not only against institutional policy, but it is against the law. *Collin's Law* requires that the institution immediately report any incidents of hazing to local authorities and disclose the incident on the institutional website.

Kettering College strictly prohibits and condemns all acts and forms of hazing. Prevention of hazing is the responsibility of the entire college community.

Examples could include, but are not limited to:

- Forced or coerced physical activity unrelated to any constructive event that is intended to or creates a foreseeable risk of physical, psychological, or emotional harm.
- Paddling, striking, beating, pushing, shoving, immobilizing, or inappropriately restraining an individual.
- Forced or coerced consumption of alcohol, drugs, foods, or other substances.
- Forced or coerced activities that are inappropriate, disruptive, illegal, publicly indecent, or morally degrading.
- Abduction or forced relocation of an individual.

PROCEDURE

Reporting Hazing:

All Kettering College employees (including part-time employees, volunteers, and student workers) acting in an official capacity are mandated reporters and must report acts of hazing to law enforcement. Kettering College students should also report any incidents of hazing. In the occurrence of a suspected or known hazing incident, these steps should be followed:

All college faculty and staff are required to immediately report the suspicion or knowledge of a hazing incident to:

- a) Kettering Health Police at 937.395.5095; and
- b) The law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred; and
- c) The Dean of Student Success in person or by filling out an incident report on the college website

All parents and students are encouraged to immediately report the suspicion or knowledge of a hazing incident to:

- a) Kettering Health Police at 937.395.5095; and/or
- b) The law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred; and/or
- c) The Dean of Student Success in person or by filling out an incident report on the college website.

Students, parents, and members of the community may report suspected incidents anonymously by filling out the incident report on the college website. The Dean of Students and Ombuds will investigate and determine if state and institutional violations have occurred.

Disciplinary Actions and Sanctions:

Hazing is a serious offense, and therefore, is subject to the most severe disciplinary action as set forth in the Student Handbook. The following sanctions could occur:

Criminal sanctions:

1. Participating in hazing. Pursuant to Ohio Revised Code § 2903.31, a person who recklessly participates in the hazing of another commits a misdemeanor of the second degree. If the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person, the criminal penalty is increased to a felony of the third degree.
2. Permitting hazing. Pursuant to Ohio Revised Code § 2903.31, an administrator, employee, faculty member, teacher, consultant, alum, or volunteer of any organization who recklessly permits the hazing of any person associated with the organization commits a misdemeanor of the second degree. When the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person, the criminal penalty is increased to a felony of the third degree.
3. Failure to report hazing. Pursuant to Ohio Revised Code § 2903.311, an administrator, employee, faculty member, teacher, consultant, alum, or volunteer of any organization who is acting in an official and professional capacity who recklessly fails to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred commits a misdemeanor of the fourth degree. When the hazing causes serious physical harm, the criminal penalty is increased to a misdemeanor of the first degree.



Anti-Hazing KC Policy # MISC 200

College sanctions:

1. The Dean of Student Success, or designee, shall coordinate the investigation of all hazing allegations.
2. Appropriate penalties for a violation of the anti-hazing policy shall be based on the severity of the violation and may include any of the following:
 - a. Educational sanctions; or
 - b. Withholding of diplomas or transcripts pending compliance with the rules or payment of fines; or
 - c. The revocation of permission for an organization to operate on campus or to otherwise operate under the recognition or sanction of the institution; or
 - d. The imposition of probation, suspension, or expulsion.

RESOURCES/REFERENCES:

Related KH Policy: *KH Harassment, Discrimination, and Retaliation Free Workplace*

Maintained by: Office of Student Success

HISTORY OF REVISION:

Original date: February 14, 2023

Revision dates: N/A