

CAMPUS HAZING

7.22500 DR
DISTRICT REGULATION

PURPOSE

The purpose of this regulation is to establish Metropolitan Community College's commitment to preventing, addressing, and eliminating hazing in all forms in compliance with federal (Stop Campus Hazing Act) and state (Danny's Law) law, to promote the safety and well-being of students and employees, and to provide clear standards for hazing prevention, reporting, investigation, education, and accountability.

DEFINITIONS

Hazing - The term hazing means 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, 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 of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury. Examples include:

- 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
- 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.

Student Organization - Any group at MCC in which two or more members are enrolled MCC students, including but not limited to clubs, societies, associations, athletic teams, club sports teams, fraternities or sororities, bands, student government, including informal groups, whether or not the organization is established or recognized by MCC.

Mandated Reporter (Campus Security Authority) – While all persons are encouraged to report a hazing incident, in accord with the Campus Hazing Operational Procedure and related protocol published on MCC's website, those who qualify as a "CSA" (defined herein) must submit a report. The Clery Act's definition of Campus Security Authority (CSA) is incorporated herein by

ADOPTION: December 10, 2025

REVISED: (Date(s) approved)

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reference. CSA's include campus police and security, individuals with a security function on campus, individuals directed to receive reports under the institution's campus security policies, and officials with significant responsibility for student and campus activity.

Annual Security Report (ASR) - A federally required report published each year that includes incident statistics, among other things. The Stop Campus Hazing Act requires hazing incidents, MCC's anti-hazing policies, reporting mechanisms, and applicable laws to be included in institution's annual ASR. Personally identifiable information is excluded.

Campus Hazing Transparency Report - A public online report maintained by MCC that summarizes findings of responsibility for hazing by student organizations, including the organization name, violation description, sanctions, and dates. The report is updated at least twice annually and retained for five years.

PUBLISHED
STATEMENT

This District Regulation outlines the College's current policies relating to hazing (as defined by MCC), establishes expectations for reporting and investigating hazing incidents, in compliance with state and federal law, and further establishes a prevention and awareness plan, to include annual training and education for students and employees. MCC will publish on its public-facing website: a statement regarding the institution's current policies and procedures concerning hazing, described herein; the Campus Hazing Transparency Report; and any other disclosure items required by the Stop Campus Hazing Act.

INCIDENT
REPORTING,
PROCESS AND
INVESTIGATION

Student Success & Engagement is responsible for establishment and oversight of the process for reporting and investigating a hazing incident, in coordination with the MCC Police Department. The processes for incident reporting and investigation will be set forth in the Campus Hazing Operational Procedure.

PREVENTION AND
AWARENESS
PROGRAMS

Student Success & Engagement will maintain a hazing prevention and awareness program, to include education and training, based on research-informed campus-wide prevention and primary prevention strategies designed to reach students, staff, and faculty. MCC's website will include information about the College's hazing policies and protocols, reporting and investigation mechanisms, and applicable law as well as primary prevention strategies intended to stop hazing before it occurs, such as information about ethical leadership, skill building for bystander intervention, and promotion of strategies for building group cohesion without hazing.

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REGULATION
MODIFICATION

This regulation may be modified or revoked by the Chancellor through the shared governance process established at the institution.

ENFORCEMENT

This regulation and any applicable related procedures shall be strictly enforced. Violations may result in disciplinary action, up to and including termination and expulsion

VALUES ALIGNMENT

People, Integrity

REFERENCE

Operational Procedure 7.22510 OP (Campus Hazing)
Board Policy 7.35010 (Code of Student Conduct)
Stop Campus Hazing Act (20 U.S.C. §1092)