

HAZING PROCEDURE

1. Purpose of Procedure

Kirkwood Community College prohibits any form of "hazing" in its programs, activities, and by student organizations. This policy sets forth the College's definitions, procedures for reports of hazing, the potential consequences for hazing, information on Kirkwood's hazing prevention and awareness programs, and the College's reporting and publication requirements.

2. Definition of Hazing

Hazing[1] (p.) is defined as any intentional, knowing, or reckless act committed by a person (alone or acting with others), against another student or prospective member of an organization, regardless of the willingness of such other person or persons to participate, that:

- Is a condition of initiation into admission, affiliation with, or continued maintenance of membership in a student group and/or organization, **regardless of consent; and**
- Causes or creates an unreasonable 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

This includes but is not limited to:

- whipping, beating, striking, electronic shocking, placing harmful substances 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/or
- 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.

A student organization is defined as an organization at Kirkwood (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 Kirkwood enrolled students, whether or not the organization is established or recognized by Kirkwood.

3. Required Education and Prevention

It is the policy of Kirkwood to develop and offer prevention and awareness programs related to hazing. These programs will be research-informed and designed to reach students, faculty, and staff with information about:

- This Policy, including how to report incidents of hazing and Kirkwood's processes used to investigate incidents of hazing;
- Iowa's hazing law; and

- Primary prevention strategies intended to stop hazing before hazing occurs, which may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.

Students, faculty, and staff involved in campus organizations, clubs, athletics, academic programs, and performing arts will have access to comprehensive hazing prevention training. This training will provide guidance on how to identify, prevent, and report hazing, and will be available in multiple formats to ensure accessibility for all participants.

4. Reporting Hazing

All Kirkwood employees, including faculty, staff, and student workers, must **report incidents of known or alleged hazing**.

Reports can be submitted via:

- The Campus Hazing Reporting Form
- The Dean of Students Office,
- Kirkwood Public Safety

Failure to report hazing may result in disciplinary action, up to and including termination.

Students are also strongly encouraged to report instances of hazing to College officials using one of the above reporting methods.

4. Transparency and Public Disclosure

In compliance with the Stop Campus Hazing Act, Kirkwood Community College will:

- Provide statistical information on hazing incidents within Kirkwood's Clery geography **within our Annual Security Report (ASR)**; and
- If there are violations, maintain a **publicly accessible record** of all hazing violations by student organizations within the past five years from the date of publication, called a "Campus Hazing Transparency Report." This Report will include information such as the name of the student organization, date of the incident, and any sanctions imposed.

This database will be published on our **Kirkwood Public Safety Webpage and available when requested**. Neither the statistical information in the ASR nor the Campus Hazing Transparency Report will include any student's personally identifiable information, as defined by the Family Educational Rights and Privacy Act ("FERPA").

5. Investigation and Accountability

Upon receiving a report of hazing, the College will process the complaint and adjudication under and consistent with the Student Code of Conduct, which includes:

- Conducting a **prompt, thorough, and impartial investigation**,
- Providing due process to all parties involved as required by law, and
- Enforcing appropriate sanctions, including removal of organizational recognition, suspension, or expulsion.

Any allegations or reports against faculty or staff will be investigated and handled under applicable employee policies, procedures, and law.

For questions related to this procedure, please contact the Dean of Students Office.

[1] (p.) Iowa also has a criminal law on "hazing," Iowa Code 708.10. This law defines hazing as an intentional or reckless act or acts involving forced activity which endangers the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with the College, regardless of the student's willingness to participate.