



## **Board Policy 505: Hazing**

### **Students**

Iowa Valley Community College District prohibits hazing by any group or individual affiliated with the college as part of its commitment to providing a safe and respectful educational environment for everyone.

### **Definitions**

Hazing, as defined by the Jeanne Clery Campus Safety Act, is 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:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- 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 including:
  - 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
- 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.

In addition to the Student Code of Conduct, Hazing is a violation of Iowa Code Section 708.10 and subject to criminal prosecution.

A Student Organization, as defined in the Clery Act, as “an organization at an institution of higher education (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 students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.”

### **Reporting Incidents of Hazing**

For anyone with a concern about hazing, including students and other non-District employees, reports should be submitted to:

- Dean of Students (Ellsworth or Marshalltown Community College)
- Pathway & Program Coordinator (Business & Community Solutions)
- Associate Director of Human Resources (for employees)

Reports may be made anonymously and submitted to one of the above.

Additionally, all employees, including faculty, staff, and student workers, are mandatory reporters of hazing.

Failure to report hazing may result in disciplinary action, in accordance with state and federal mandates.

### **Investigation of Hazing Incidents**

Upon receiving a report, the college will utilize our Student Code of Conduct processes. For specific details, refer to the section *Investigation and Sanction Procedures for Alleged Violations of Student Conduct*, found in the Student Handbook available on the District's website.

### **Education and Hazing Prevention**

To ensure education on both the District's hazing policy, as well as primary prevention strategies intended to stop hazing before it occurs:

- All students involved in campus organizations, clubs, or athletics must complete annual hazing prevention training.
  - This includes providing student leaders and advisors with enhanced education on how to identify, prevent, and report hazing.
  - Training will be delivered in multiple formats (online modules, workshops, and orientation materials) and tracked through our student engagement platform.
- Employees must complete annual hazing prevention training. Training will be delivered and tracked via the District's learning management system.

### **Campus Hazing Transparency Report**

In compliance with the Stop Campus Hazing Act, IVCCD will maintain a publicly accessible record (Campus Hazing Transparency Report) of all hazing violations by student groups within the past seven years. This report will be updated biannually and include: the name of the student organization(s); a general description of the violation, including any sanctions imposed and relevant dates of the incident. For confidentiality purposes, this report will not include personally identifiable information.

Additionally, hazing incidents will be included in the IVCCD Annual Security and Fire Safety Report (ASR) which is updated annually. Both of the above reports will be published on the IVCCD website and also available upon request.

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Legal Reference

Stop Campus Hazing Act; Higher Education Act, sect. 485(f)(Jeanne Clery Campus Safety Act); Iowa Code Section 708.10

Related Administrative Rules and Regulations

None

Revision History

None

Formerly Board Policy 519