

BLAKE | AUSTIN COLLEGE

ANTI-HAZING POLICY

The College strictly prohibits students, employees, individuals otherwise associated with the College, or an organization recognized or sanctioned by the College, from engaging in any form of hazing. Hazing includes 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 of physical or psychological injury, above the reasonable risk encountered in the course of participation in the college or the organization. Prohibited conduct includes physical abuse, forced consumption, sexual coercion, threats, criminal-law violations.

Students or employees may report suspected or know acts of hazing to their department head, campus president, or Title IX Coordinator. Blake Austin College prohibits retaliation against anyone who reports a suspected or known act of hazing. Any allegations of hazing will result in an investigation by the administration.

Investigation Process

1. Upon receipt of the report, the College will conduct a review to determine if the allegation meets the definition of hazing.
2. If a formal investigation is initiated, written notice will be provided to the individuals or organizations involved, outlining the nature of the allegations and the investigation process.
3. Information relevant to the allegation will be collected, which may include interviews, documentation, and any other pertinent evidence.
4. The complainant and respondents will have their opportunity to provide information and respond to allegations.
5. Upon completion of the investigation, a written report of findings may be prepared.
6. If a violation is substantiated, appropriate disciplinary action will be taken in accordance with the Student Code of Conduct or Employee Discipline Policy, as appropriate. For more information, please see the Student Catalog or Employee Handbook.

If any hazing activity appears to have violated any federal, state, or local laws, the results of the investigation will be provided to the appropriate legal authority. Substantiated hazing violations involving student organizations will be included in the public Campus Hazing Transparency Report and Annual Security Reports when required. Records are maintained for five years.

Prevention Programs

Students: Blake Austin College will provide new students with a program on hazing. The program will include information on hazing prevention strategies (bystander intervention skill-building, ethical leadership, and group-cohesion-without-hazing strategies), awareness, intervention, and the College's anti-hazing policy.

Employees: Blake Austin College will provide employees with an annual program on hazing. The program will include information on hazing prevention strategies (bystander intervention skill-building, ethical leadership, and group-cohesion-without-hazing strategies), awareness, intervention, and the College's anti-hazing policy.

Resources

Federal Anti-Hazing Law: <https://stophazing.org/policy/stop-campus-hazing-act/>

State Anti-Hazing Laws: <https://stophazing.org/policy/state-laws/california/>