



**Cochise College
Administrative Policy**

**Category: Administration
Policy Number: 4018
Title: Hazing**

Cochise College prohibits hazing activities, whether by an individual or an organization.

**Procedure: 4018.1
Definition**

Hazing is defined as any act committed by a person, whether individually or in concert with others, against one or more individuals in connection with being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with Cochise College; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts. The College will use a “reasonable person” standard when evaluating such conduct and its potential effects.

**Procedure: 4018.2
Scope**

Cochise College policies include the prohibition of many activities that have traditionally been associated with hazing, such as illegal alcohol use and abuse, vandalism, theft, verbal or physical abuse or threat of harm, sexual harassment, and other forms of harassment. In addition to those activities and conduct and not limited to the following:

- a) Encouraging the use of alcohol or illegal drugs
- b) Shaving, tattooing, piercing or branding
- c) Engaging in or simulating sexual acts
- d) Threatening or causing physical restraint
- e) Nudity
- f) Throwing substances or objects at individuals
- g) Assigning unreasonable chores or acts of servitude
- h) Forcing or coercing consumption or use of any substance
- i) Causing excessive exercise, sleep deprivation or excessive fatigue
- j) Interfering with adequate time for study
- k) Requiring the wearing of apparel or acting in a way that is conspicuous and not within community norms
- l) Blindfolding

**Procedure: 4018.3
Passive Participation**

Passive participation in hazing may include:

- a) Witnessing hazing taking place as a group member, affiliate or guest
- b) Participating in or being present in person or via technology in discussions where hazing is planned

**Procedure: 4018.4
Reporting and Implementation**

Students reporting activities believed to be hazing should report to the Dean of Student Services. College employees or other individuals reporting activities believed to be hazing should report to the Vice President of Human Resources. The Dean of Student Services will be responsible for the implementation of this policy for students and student organizations. The Vice President of Human Resources will be responsible for the implementation of this policy for college employees and individuals. Any questions concerning the interpretation or application of this policy should be referred to the Dean of Student Services or the Vice President of Human Resources for resolution.

**Procedure: 4018.5
Violation of Hazing Policy**

Hazing activity occurring on or off Cochise College property may lead to disciplinary proceedings against college administration, staff, students or individuals. Hazing may also lead to the suspension, or termination of a student organization or athletic team. Culpability for any violations of this policy may be attributed to the active and/or passive participants, the student group and/or its members, and elected or appointed officers. The student leaders of all registered student organizations and athletics programs will be required to acknowledge annually that they will comply with the Cochise College Hazing Policy.

When an allegation of hazing is made either verbally or in writing, the Dean or Vice President will investigate the issue. The Dean of Student Services or Vice President of Human Resources will determine whether to report allegations of hazing to law enforcement authorities according to local, state and federal law. The Dean of Student Services or Vice President of Human Resources of the College may suspend the activities of an employee, student organization, athletic team, or individual members thereof, pending the outcome of the investigation. The accused party(s) will have the opportunity to provide a responsive statement. In cases where there is sufficient evidence that College policy has been violated, the Dean of Student Services or Vice President of Human Resources will conduct a hearing to determine the outcome of the allegation and may levy sanctions up to and including, but not limited to, permanent or temporary suspension of recognition and activities, denial of use of college facilities or referral for violation of the College's Social Standards policy (policy 4006). The result of the hearing, including any sanctions, will be made in writing to the party(s) involved.



Due the socially coercive nature of hazing, implied or expressed consent to hazing is not a defense under this policy.

**Procedure: 4018.6
Appeal Process**

Student appeal of the hearing outcome for violations of the hazing policy must be made in writing to the Vice President of Instruction within 3 college working days from receiving the hearing paperwork. The results of appeal will be conveyed in writing to the individual(s) by the Vice President of Instruction. The decision reached by the Vice President is final and cannot be appealed.

Appeal concerning employees or individuals must be made in writing to the President of Cochise College. All appeals must be made within 3 college working days from receiving the paperwork of the decision by the Vice President of Human Resources. The results of appeal will be conveyed in writing to the individual(s) by the President of the College. The President's decision is final.

**Procedure: 4018.7
Retaliation**

Retaliating directly or indirectly against a person who has in good faith filed, supported, or participated in an investigation of a complaint of hazing as defined above is prohibited. Retaliation includes but is not limited to ostracizing the person, pressuring the person to drop or not support the complaint or provide false or misleading information, or otherwise engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment. Depending on the circumstances, retaliation may also be unlawful, whether or not the complaint is ultimately found to have merit.