

Hazing Policy (500.28)

Date Adopted: October 21, 2014

Revised: June 20, 2017

Illinois Eastern Community Colleges (IECC) policy promotes healthy, safe and balanced lifestyles within the college community. Individual students, student organizations and athletic teams play a vital role in this process, and provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is contrary to this policy and therefore, IECC expressly prohibits hazing activities, whether by an individual or an organization.

Definition

For the purposes of this policy, hazing is defined as any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with any IECC 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.

Consent

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

Examples

District policy prohibits many activities that have traditionally been associated with hazing, such as 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 expressly prohibited elsewhere, examples of prohibited individual/group activities that may constitute hazing include but are not limited to:

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

Additionally, “passive participation” in hazing is expressly prohibited, and may include:

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

Hazing activities do not need to involve alcohol to be in violation of district policy.

Accountability

Hazing activity occurring on or off any IECC college campus may lead to disciplinary proceedings against individuals. Hazing may also lead to the probation, 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 terms of the IECC Hazing Policy.

Policy Violation Review Process

1. Authority

The President of the college monitors the implementation of this policy. Any questions concerning the interpretation or application of this policy should be referred to the President of the college for resolution.

2. Reporting

Any activity believed to be hazing should be reported to the Assistant Dean of Student Services, Director of Athletics, Dean of Instruction, or the President of the college.

3. Process

When an allegation of hazing is made, the President of the college will turn the matter over to the Committee for Student Discipline. After a thorough investigation, the Committee for Student Discipline will report their findings to the President of the college in a written report. The President of the college will review the investigation in conjunction with the District's Violence Prevention Plan. Pending the outcome of the investigation, the President of the college may suspend the activities of a student organization, athletic team, or individual members thereof.

a. Student Organizations and Athletics Teams

Student organizations or athletic teams that have allegedly violated District policy will have an opportunity to provide a responsive statement to the committee for student discipline. In cases where there is significant evidence that District policy has been violated, the President of the college will levy sanctions against the student organization or team up to and including, but not limited to, permanent or temporary suspension of recognition and activities, denial of use of college facilities, expulsion from the college, or other similar sanctions.

b. Individuals

The President of the college will refer hazing allegations concerning individual students to the Committee for Student Discipline and the student/students will be subject to IECC's policy on student conduct.

Referral to Law Enforcement

The college will report allegations of hazing to law enforcement authorities when, in the judgment of the President of the college, the nature of the allegations suggests that the hazing activity, if it occurred or is occurring, presents a risk of serious harm to students or other persons, or involves a potential violation of law.

Appeal Process

Within five (5) business days of receipt of the response from the President, the complainant(s) may file an appeal with the IECC Chief Executive Officer (CEO). The CEO will provide a written response to the appeal as soon as administratively possible, but no later than 30 business days after receipt of the appeal, the decision of the CEO shall be deemed final.

Regardless of the outcome of a review for violations of the hazing policy, incidents may be reviewed by the IECC Chief Executive Officer to determine if violations of District policy have occurred.